

Tobias Pflug *July 14, 1981*

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Profile

I am an Engineer, Consultant, and Leader with over 16 years helping software teams and businesses succeed with cutting-edge technology. In addition to my technical proficiency, I bring a strategic mindset that connects technology to business needs by building inclusive, enthusiastic software teams that grow, collaborate and learn continuously.

Experience

Tribe GmbH

Engineering Manager (Contractor)

REMOTE

October '22 – July '23

- Led multiple cross-functional teams, specialising in face measurement.
- Reporting directly to the CTO, I restructured teams and successfully implemented agile methodologies, resulting in improved software quality and delivery efficiency.
- Acted as the Hiring Manager, streamlining the recruitment process and conducting interviews to source top talent
- Organized knowledge-sharing events and initiated initiatives to promote a culture of quality, and facilitated OpenSpace events during Engineering Leadership meetings.

Hasura

Engineering Manager (Contractor)

REMOTE

October '21 – July '22

- Managed two Haskell backend teams at Hasura, a globally distributed team specializing in enhancing developer productivity through instant GraphQL API composition.
- Reported to the VP of Engineering and oversaw feature development on the Hasura GraphQL Engine core product, collaborating with Product Management.
- Implemented agile methodologies and conducted retrospectives to address bottlenecks and team dysfunctions.
- Acted as the Hiring Manager, conducting interviews and refining the hiring process in collaboration with HR and Engineers.
- Spearheaded initiatives for knowledge-sharing, continuous improvement, and psychological safety, fostering sustainable growth and excellence within the Engineering department.

Tobias Pflug IT

Consultant

REMOTE

October '21 – present

- At Tobias Pflug IT, I provide strategic and hands-on help that enables companies, teams, and individuals to boost their efficiency and effectiveness.
- Leveraging my expertise, I take on leadership roles, assist in the hiring process, and conduct assessments of Engineering departments to identify and eliminate bottlenecks.

Tweag IO

Senior Software Engineer/ Consultant

PARIS, FRANCE (REMOTE)

March '19 – September '21

- At this specialist consultancy applying techniques from research to large-scale software challenges, I served as a Senior Software Engineer and Consultant.
- Engaged in (and often leading) diverse projects across Fintech, Automation, and Telecommunications industries, I built and customized systems to meet client needs.
- Collaborated with the sales team to acquire new customers, and conducted international client meetings. Played a key role in developing and refining the hiring pipeline, acted as a mentor to junior engineers, and worked with clients from startups to established corporations.
- Extended expertise beyond technical matters to process improvement, enhancing organizational efficiency.

HolidayCheck

Team Lead Developer Experience / Senior Software Engineer

MUNICH, GERMANY (REMOTE)

December '15 – February '19

- Led the internal Developer Experience team at HolidayCheck, a major online travel agency in the German speaking market.
- I promoted Functional Programming principles through workshops
- Led the introduction of Nix and design of a NixOS/NixOps-based CI/CD setup for Frontend development
- Guided the team in crafting Objectives and Key Results in alignment with the company OKR process

- Spearheaded and launched the HolidayCheck Apprenticeship Program for hiring, mentoring and onboarding Junior Engineers
- Acted as Hiring Manager shaping the interview pipeline and process
- Initiated company-wide events such as an annual OpenSpace Conference and additional knowledge-sharing activities to promote a culture of continuous learning

Seitenbau

KONSTANZ, GERMANY

Software Developer

Jul '10 – Dec '14

Contributed to various web development projects in different agile teams at Seitenbau, a provider of quality software development and consulting services. Worked on both front-end and back-end tasks, collaborating closely with customers to design and implement web projects. Organized regular lightning talk sessions to promote a culture of continuous learning and improvement. Additionally, participated in organizing an annual local developer conference.

TECHNOLOGIES USED: Java/Spring, JavaScript/Backbone.js, docker, MySQL, Bash, Python

NewTec GmbH

FRIEDRICHSHAFEN, GERMANY

Software Developer

Dec '09 – Jun '10

I worked on quality assurance for customer projects implementing tests for software running on embedded devices.

TECHNOLOGIES USED: C, parasoft, svn

ATM ComputerSysteme GmbH

KONSTANZ, GERMANY

Software Developer

May '07 – Mar '09

Designed and implemented a modular and reusable firmware kernel for ATMEL microcontrollers at ATM ComputerSysteme, a company specializing in advanced hardware and software for the German military. The firmware monitors voltages, power consumption, and temperature to ensure the correct operation of a new range of hardware products. Collaborated closely with the electronics department to acquire the necessary knowledge for successful implementation.

TECHNOLOGIES USED: C/Assembler, make, trac, svn, oscilloscope

Education

University of Constance

KONSTANZ, GERMANY

Information Engineering (B.Sc)

2004 – 2007