Gniewomir Świechowski

- Full stack/backend developer
- 13 years of varied commercial experience
- Cracow, Poland
- CET/CEST, UTC +1/UTC +2
- The most up-to-date version of the CV is available as a webpage.
- gniewomir.swiechowski@gmail.com
- +48 532-423-322
- Quora answers
- LinkedIn
- GitHub

Baseline expectations

- Remote or non-mandatory hybrid
- TypeScript, PHP, rusty Python, retraining to Go or Java
- Full stack or backend positions, no full-time frontend
- Legacy to nurture back to health, not palliative care
- Testing/CI as part of engineering culture
- Full-time Linux user, but I don't mind macOS
- No early-morning meetings
- No live/whiteboard coding as part of the recruitment, my mind goes blank in that setting
- B2B contracts preferred strongly over employment
- My current compensation & benefits package seems very competitive for a polish market. I might be hard to poach
- I will take into account PTO, RSU, bonuses

Who am I as a professional

- Self-taught developer with around 13 years of commercial experience of which 10 are relevant; hobby interest as a kid
- Current stacks:
  - TypeScript with Node/NestJS/Express/React/Redux/GraphQL/REST/etc. and supporting toolchain
  - PHP with Symfony/Laravel/WordPress and vanilla flavor
  - Rusty Python with Django/DRF
  - Open to switching from React to Angular, Vue
  - Open to switching from PHP to Go, Java
  - I'm open to learning other technologies, and I can be productive with most of them before the end of the grace period
- In most of my past projects, the biggest challenge was extracting business rules from legacy or expressing and enforcing them in a testable, clear way. That defined where I've put most of my learning - testing and managing complexity.
- If your KPIs are different - I learn the fastest by doing.
- I strongly believe that <u>development speed is a function of quality</u> in any non-trivial code-base
- I consider automated tests a requirement. A human-readable self-validating specification of behavior
- I consider static code analysis and code standard enforcement tools as a must, preferably applied from the start
- Focused on SOLID, testable, maintainable code, and developer experience
- Fan of the CQRS/DDD combo in complex applications, as it enforces a clear application interface, promotes knowledge preservation, and enables the creation of easy-to-write, easy-to-read, and cheap-to-maintain tests, by allowing the readable, self-updating setup of application state before testing—making canonical TDD possible at scale
- Not a DevOps, but I was setting up and maintaining CI pipelines for SMB, and used Docker, Terraform, Ansible, GitHub, GitLab, etc. to keep infrastructure in VCS. Worked with Azure, DigitalOcean, and - in a limited capacity - AWS
- Not a database geek, but on friendly terms with PostgreSQL - I can act on `EXPLAIN ANALYZE` results or switch to another dialect with some help from the documentation. Still waiting for a good excuse to use a NoSQL database instead
- Happy to create a frontend as part of work on a full stack project or to set up its foundations for other developers to use - as I did many times before, but not interested in doing frontend full-time

Who am I as a person

- I have strong opinions but loosely held. I'm aware that every decision will be a trade-off. I seek learning opportunities

- Clean-code aficionado; I work well in a team with open-minded & more pragmatic devs. We keep each other in check

- Very wide, although often shallow, knowledge of current trends, technologies, and tools used in the backend, frontend, and operations. I prefer keeping mental bookmarks and evaluating tools when a need arises instead of chasing hype

- Research skills and curiosity allow for fast adaptation to new methodologies, tools, and technologies, but I have no expert-level knowledge in any particular field. A consequence of being a full stack with a background in fast-paced Internet media

- No management ambitions, although I value independence and ownership. I assumed the role of informal **tech** lead a few times if it was required to move the project forward, but this is as far as I'm willing to go at the moment

- Able and eager to bring legacy projects up to current standards—if the company is committed to it already, but I'm tired of explaining exponential compound interest on Technical Debt. Bring me in to build or improve things, not for palliative care

- Poor interview skills, as I tend to focus on high-level concepts, not things I can and I do Google all the time. Haven't trained for white-board algorithmic challenges. The best way of assessing my value for a potential employer is a recruitment task or an interview with a developer of similar or greater experience

- Used to and fond of working in international, diverse teams and English-only communication - both verbally and in writing

- Privately I love good reportage or sci-fi, vintage cocktail bars, and switching from one nerdy obsession to another. I have random bits of trivia and sometimes even an opinion about a random list of things from historic naval warfare to why Florence Welsh is the best modern singer. Do not try to argue with me about the last one, anything else is fair game

Experience

SwingDev/Hippo Insurance NYSE: HIPPO, insurance, USA
Software engineer remote, from 07-2023

Part of Agent Enablement team. Varied projects aimed at improving the productivity of our sales agents.

Considering the vastness of insurance domain and tooling required to make distributed system work - still learning.

Microservices   TypeScript   Node   NestJS   REST+OpenAPI   PostgreSQL   GraphQL   Sequelize   SQS

I like my current job.
Point of contact for references: Andrew Paulson, Engineering Manager

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Speychain ltd startup, marketplace, UK
Software consultant remote, from 06-2023 to 06-2023

Scaffolding of MVP for a contractee team.

- Worked with business to define domain & map it to the database and GraphQL API design.
- Set up CI and toolchain for backend development & testing.

TypeScript   Node   NestJS   PostgreSQL   GraphQL   Prisma   Heroku   Clerk

One-month contract as agreed. I moved on to a more permanent position.
Point of contact for references: Martin Richter, CTO

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Ownplay Inc. startup, mobile game, USA
Software consultant remote, from 11-2022 to 05-2023

Greenfield project, layered architecture, CQRS, DDD, TDD.

- Created backoffice APIs, SPA admin panels, and part of analytics for a mobile game, and its web-based prototype
- Built infrastructure for testing, and convinced the team to adopt the same approach for the rest of the project
- Coached junior developers

TypeScript   Node   NestJS   PostgreSQL   REST+OpenAPI   React   React Query   Redux   Firebase   BigQuery

The contract was cut short, as there was no more work until a company gathers enough data from the prototype. In March 2024 I received an offer to jump back on board.
Point of contact for references: Alexander Ovchinnikov, CTO

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Aterian NASDAQ: ATER, e-commerce/logistic/ML company, USA
Backend developer hybrid, from 11-2020 to 11-2022

Greenfield project, layered architecture, CQRS, DDD, TDD.

- As a team, we built from scratch working multi-tenant affiliate platform on top of the Amazon Attribution program, before appropriate APIs were even available and backoffice for parts of the process that could not be automated
- Built a BDD-like testing solution allowing for fast writing human-readable integration/E2E tests
- Built specification-driven prototype of our planned public APIs
- In addition to backend work, I've set up our frontend architecture, which provided a Stimulus-like experience for our frontend developers, after we decided against React and SPA frontend
- I performed some light DevOps and security-hardening tasks

PHP   Symfony   PostgreSQL   TypeScript   Vagrant   Jenkins   GitHub   Ansible   Terraform   Azure

After all the other team members decided to quit in three months, I followed in their footsteps.
Point of contact for references: Jakub Włodek, Team Leader

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Dogadamycie sp. z o.o. computer assisted translation company, PL
Full stack developer remote, from 01-2019 to 10-2020

I've migrated the whole system from "ball-of-mud" to event-driven architecture, to cover critical paths with tests, and then extract the whole domain. It greatly reduced the overhead of constant semi-blind bug-fixing.

- Taken the role of informal teach-lead during a process of bringing in previously outsourced software
- Dockerized our infrastructure, set up GitLab and private container registry, built CI pipelines
- Offloaded long-running and external, pooled workloads to queue
- Introduced automated testing
- Created a unified customer panel to replace 7+ separate ones—doing the same in a slightly different way
- Greatly improved customer journey and automatic valuation process UX for our customers
- Integrated multiple payment systems and CAT software

PHP   Laravel   PostgreSQL   Redis   JavaScript   JQuery   GitLab   Docker

I've put my notice, after an unsuccessful attempt to formalize my de-facto role in the company
Point of contact for references available on request: Robert Siemiński, CTO @ the time

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Joymile startup, a middleman in sales and technical inspections of used cars, PL
Full stack developer onsite, from 04-2018 to 01-2019

Microservices light where in place—understood as independent, minimal Django sub-applications communicating via REST endpoints or events brokered by Kafka. Deployed together on a single server, but ready to be extracted and scaled independently at a moment's notice. React SPA on the front feed by our GraphQL API. All well-tested.

- It took me two weeks to learn Python/Django enough to contribute fully-tested production code, and two months to be able to contribute meaningful improvements to our whole code-base
- Moved legacy PHP supporting systems and almost 3-years worth of data to our main infrastructure
- As a team, we built a customer journey that provided both great UX and gathered every possible bit of data that could help our sales which we feed to our CRM and marketing automation

Python Django PostgreSQL Redis Kafka GraphQL JavaScript Node React Redux Docker

The company dissolved after a third unsuccessful pivot when it became obvious that parts of our sales pipeline cannot be automated. Therefore, additional staff required will prevent us from scaling as efficiently as investors expected.
Point of contact for references: Wojciech Frycz, CTO

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Gremi Media SA publisher of "Rzeczpospolita" and rp.pl, PL
Technical Architect onsite, from 09-2016 to 03-2018
Team Leader onsite, from 04-2016 to 08-2016
Senior Web Developer onsite, from 10-2015 to 03-2016

Starting architecture could be described as "the less you know, the better you sleep", migrated to "it's ugly, but it can be understood, works and is stable", and further to "let's extract things that shouldn't be here in the first place to separate Symfony-based projects" - It was a set of ugly compromises enforced by legacy and vendors. But hey, it worked and was stable after just a few months of work which was a great improvement from the business standpoint.

- Migrated the company from FTP deployment and SVN to Git, and on-premises GitLab for the deployment process
- After banning FTP access to production I built and maintained GIT<->SVN bridge for the transition period
- Understood, fixed our implementation and documented a badly misused caching system of our legacy CMS
- Increased template and code reuse by orders of magnitude
- Replaced an assorted collection of PHP 5.2.17 (version enforced by vendor) scripts augmenting our legacy CMS, by self-built Symfony-inspired light framework enabling us to introduce automated testing and creation of Vagrant-based local environments for developers
- Introduced automated testing
- Introduced proper logging solution
- Fixed a multitude of errors falsifying our analytics data
- Replaced template-embedded frontend scripts with a proper build process and React-based components
- Improved uptime/availability of our main property from around 97.6% to 99.4%
- Improved loading times for our customers and their consistency by order of magnitude
- Lead a focused effort to improve the SEO of our properties
- Added to search engines indexes millions of missing pieces of content—lost after previous CMS migration
- Reworked our advertising system to allow new ad formats and better experience for our customers
- The whole process improved our traffic and Unique Users numbers by around one third
- Evaluated multiple potential replacements like a Washington Post CMS solution, in-house or outsourced Drupal, etc.

Archeotech   PHP   Symfony   JavaScript   Node   JQuery   React   Vagrant   GitLab   Shell

I've put my notice, as there was not much more for me to do until migration to a new solution—which hasn't had a clear roadmap yet. Not to mention, I felt burned out after 2.5 years of fighting with legacy code and inertia.
Point of contact for references available on request: our Director of IT

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Uwazaj.pl startup, a middleman between lawyers and customers, PL
Full stack developer remote, from 05-2015 to 05-2017

WordPress with my own OO abstraction layer over relevant APIs, which speed up the development of this and multiple other projects I was involved with.

- Taken over after the software house failed to deliver both in terms of features and quality and built our product from scratch just in time to meet our investor's roadmap
- Build a visual Landing Page builder for our marketing with A/B testing capabilities, later adapted to manage the whole website by our non-technical staff without my involvement
- Integrated content-marketing/sales part with our custom CRM and call-center
- Set up our payment system
- Supported the project during its lifetime as a sole developer/ops

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PHP   Java Script   JQuery   WordPress   Gulp   Foundation   SASS

The company dissolved, after failing to generate revenue big enough to justify the fixed costs of our operations.
Point of contact for references available on request: our CEO

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Idium AS/Idium Kraków Sp. z o.o low-cost, low-effort, website-as-service company, NO/PL

Junior PHP Developer onsite, from 05-2014 to 01-2015

Senior WordPress Consultant onsite, from 01-2014 to 04-2014

- As a team, we built and maintained a framework allowing for ultra-fast delivery of customized, feature-complete WordPress websites for Scandinavian businesses
- Built an internal application automating the generation of SEO reports used by our sales
- Taken part in cleanup and hardening effort after two separate security incidents

PHP   WordPress   JavaScript   Shell

I put my notice after our Norwegian manager was replaced by Polish one, which - for reasons unknown to me to this day - hated my guts—a sentiment not shared by our colleagues, as far as I know.

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Assorted freelance contracts

Web developer remote, from 01-2011 to 06-2015

Building, adding features, and maintaining various websites, WordPress plugins, and themes.

Occasional migration from Joomla or custom solutions to WordPress.

PHP   WordPress   WooCommerce   JavaScript   SASS/LESS   Gulp/Grunt

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Internet media
Journalist, editor, and blogger remote, from 10-2007 to 06-2012

Writing for multiple internet media entities, including o2 sp. z o.o. *(currently: Grupa Wirtualna Polska)*, <u>Antyweb</u> and Polish edition PC World Computer about IT-related and unrelated topics.

Working as an editor/managing editor in two big blog networks.

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