



Jan Elznic

Fullstack Software Engineer

Freelance & Community projects Prague (CZ)

- LLM, Chatbots (Slack, Discord) and Voicebots, Chrome Extensions
- OCR Document Reader and Document Management System & CRM system
- Community projects (XChat.cz - bots, mobile app for Android & iOS, XStatistiky.cz)
- Organising lessons for Angular and React frameworks and AI workshops
- Ollama, LangChain.js, LlamaIndex.js, Python, Node.js, pgvector, Qdrant

INVESTBORN LIMITED London (UK), Prague (CZ)

Fulltime employee
(~200 employees)

Associate Director - Solutions Architecture 12/2023-10/2025

- Coding and programming on daily basis, code reviews, teamwork with developers
- Advising to company management in technological strategy
- Validate alignment of business goals and strategies with technology
- Design of architecture and implementation of solution from scratch
- Daily cooperation with engineers and technology implementation
- Collaboration between multiple teams and platforms across the projects
- Set up development & technology standards along with other engineers
- Nearshore development for clients in telecommunications, customer care & WMS
- Angular, React, Vue.js, Node.js, Java, Spring Boot, Python, Azure, AWS, Kubernetes

Interim Chief Technology Officer 12/2022-11/2023

- Company restructuring across the group and crisis management
- Cutting off non-monetized projects and reorganization to save costs
- Leading several technology teams in subsidiary companies worldwide
- Building new teams for emerging projects and subsidiaries, hiring specialists
- Companies & projects pre-check analysis, due-diligence and acquisitions
- Optimization development processes & project methodologies in agile environment
- Defining a unified technology architecture and infrastructure across the group
- Help other departments use technology profitably
- Ensuring that product architecture supports the priorities of the business
- Use stakeholders feedback to improvements and adjustments to technology
- Monitoring analytics and making recommendations that align with business goals
- Communicate technology strategy to partners and investors
- Management, evaluation and performance control of subordinate teams

MaxInvest a.s. (Creditas Group) Prague (CZ)

Fulltime
(~1000 employees)

Head of Software Engineering 02/2022-11/2022

- Fintech company focused on investments, subsidiary of Creditas Group
- Managing ~40 people in software development department
- Building independent teams and recruiting technology specialists
- Establishing development processes and project methodologies in agile environment
- Designing software architecture and infrastructure of services
- Cooperation with other departments, allocation of resources
- Building technology and cloud strategy
- Responsibility for Backend, Frontend, Web, QA, DevOps, Infrastructure
- Communication with external partners
- Stack: Node.js, TypeScript, Go+Temporal, PostgreSQL, React Native, Azure

ElzaSoft Software Development s.r.o. Prague (CZ)

Fulltime employee
(~20 employees)

Principal Software Engineer 12/2019-01/2022

- Solution Architecture design of web services from scratch
- Development of frontend & backend REST/GraphQL services
- Assist in recruiting, onboarding and training IT specialists
- Leadership of ~25 people within 3 teams and mentoring them
- Monitor KPIs to assess technological performance
- Designing development processes for projects and QA supervision
- Creating roadmaps, project & task management in agile process
- Angular, React, Vue.js, Next.js, Node, NestJS, PHP, Python, Java, SQL
- Azure, AWS & GCP Cloud, Linux servers, DevOps, CI/CD, Docker, Kubernetes

Some of our partners and clients: **APSAZ Consulting, Škoda Auto, Erste Group, Česká Spořitelna, Trask solutions, devcity, eMan, SnapStack**

Contact

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About me

Marital status: Single
Date of birth: 15. 9. 1987
Location: Prague / Rakovník, Czech Republic, European Union
Driving license: B

I deliver secure and efficient applications for web, Android, and iOS, focusing on **JavaScript**, **TypeScript**, and (No)SQL databases. My frontend expertise covers **Angular**, **React**, and **Vue**. On the backend I build scalable systems in **Node.js**, **PHP**, **Python**, **Java**, and Go using **REST/GraphQL** APIs, **HTTP/2**, or **WebSockets**. I deploy to cloud platforms with **Docker** and **Kubernetes**. In my free time I explore chatbots and AI as a strong personal passion a contribute to the community.

I design application architectures from scratch, including cloud infrastructures on **Microsoft Azure**, **AWS**, and **Linux (Debian, RHEL)**. I build motivated teams, set up effective processes, drive agile delivery, and implement **CI/CD** best practices for performance and scalability.

Experience

- 20 years in software development
- 15 years in international environment
- 12 years in mid/higher management

Languages

English: Proficiency **Czech:** Native
German: Elementary **Slovak:** Proficiency
Spanish: Elementary **Russian:** Beginner

Technical skills

JavaScript, TypeScript

- **Angular** (JS 1.x / <=20)
- **React** (<=19), Hooks
- Redux, Zustand, TanStack Query
- Styled components, Patternfly, Radium
- Storybook, Pattern Lab
- Formik, React Hook Form
- **Next.js** for Server-Side Rendering
- **Vue.js** (<=3), Svelte
- **Node.js** - NestJS, Express, Adonis, hono
- npm, pnpm, yarn, bun, npx
- TypeORM, Prisma, Sequelize
- **TypeScript** (<=5.9.x), ECMAScript (<=16)
- ESLint, Rome, Biome, Prettier
- Babel, SWC, esbuild, Vite/Webpack
- async/await, promises, observables
- Vanilla JS, D3.js, Lodash, jQuery
- Progressive cross-platform apps for Web/Android/iOS
- **IONIC**, Cordova, **React Native**
- Unit & e2e test libs: Jest, vitest, Karma/Mocha, Jasmine, Cypress
- WebRTC, MediaDevices, Janus
- Canvas/WebGL, Animations

HTML(5), CSS(3)

- Responsive design (mobile first)
- Twitter Bootstrap (<=5)
- Google Material UI, Tailwind
- Sass/scss, LESS, Stylus
- BEM, OOCSS
- Smarty, JSX/TSX, Jade, XSLT etc.

Databases

- MySQL/MariaDB, PostgreSQL+ORM
- MongoDB, CouchDB, Neo4j
- Firebase/Firestore, Memcached
- Redis/Valkey, ArangoDB
- pgvector, Qdrant
- Elasticsearch, Kibana (ELK stack)

Java (<=21)

- Spring Boot, Hibernate, Liferay
- MapStruct, JUnit 5, Mockito
- Maven, Lombok

Python

- FastAPI, Flask, Django, pip/uv/Poetry
- pytest, SQLAlchemy ORM

PHP (4.x, 5.6, 7.4, 8.4)

- nette, Drupal, Laravel, Symfony, WordPress
- phpMyAdmin, Adminer, Composer

DevOps, Cloud, CI/CD

- **Microsoft Azure, AWS, GCP**
- Azure DevOps, Pipelines
- Linux servers (Debian/RHEL)
- Automation, bash, helm, CI/CD pipelines
- GNU/Make, Docker (+ Compose)
- Kubernetes, AKS, kubectl
- Shell, bash/PowerShell scripting
- Apache2, Nginx, PM2, JBoss, Tomcat
- TCP/IP, HTTP/2 (SPDY), HTTP/3 (QUIC)
- DNS, (Open)VPN/PPP(TP), CDN/Cloudflare
- KVM, VirtualBox, VMware, WSL(<=2)
- TDD/BDD, CI/CD, integration tests
- GitLab-CI, GitHub Actions, Jenkins, ArgoCD
- Sentry, Prometheus, Grafana, ELK stack
- JFrog Artifactory, Sonatype Nexus

AI, LLM, Chatbots

- LLM behavior design and control
- Controlled LLM prompting strategies
- Text chatbots and voicebots (omnichannel)
- RAG architecture & optimization
- External LLMs OpenAI, Anthropic, Mistral
- Local LLMs (Ollama)
- Vector DBs (pgvector, Qdrant)
- LangChain.js, LlamaIndex.js
- OCR: easyocr, Azure Vision & text/speech
- AI-assisted devtools (WindSurf, Cursor)

Security

- HTTPS/HSTS, SSL/TLS, Let's Encrypt
- XSS, CORS, CSRF, SQL injection, DoS
- JWT, OAuth2, Passport.js, KeyCloack, KeyVault
- Encryption, Penetration tests

Architecture, System design

- OOP, MV(C/P), MVC/M, HOF, FDD/TDD
- Enterprise Architect, UML diagrams
- Interfaces: REST/GraphQL API, Websockets
- Microservices, DTO/Bo, use-cases, flows
- JSON/XML, OpenAPI 3.0
- Swagger, Apollo GraphQL, Postman
- Message que: RabbitMQ, Kafka, ELK stack

Go, Temporal.io, C/C++, gcc, C#/.net

Markdown, YAML, RAML, WADL
Git/SVN, GitLab, GitHub, Bitbucket

Graphics, UX

- Adobe Photoshop, Illustrator, Figma
- CorelDRAW, Inkscape, SVG
- UX design, testing, eyetracking, heatmaps
- Typography, Apple/Google guidelines

Accessibility & WAI ARIA, NVDA/Jaws

Freelance business — Software Fullstack Engineer, Independent Consultant & Contractor

- Contract based services across four continents **02/2015–12/2019**
 - Team collaboration projects
 - Experience with people from all over the world
 - Startups, medium-sized companies and large corporates (Enterprise)
 - Employing additional ~10 people on entrusted projects
 - Design solution architecture, development and deployment
 - IT consulting, DevOps, Cloud (Azure, AWS, GCP), Servers administration
 - Team leadership on projects and mentoring
 - Stack: Angular, React, Node.js, NestJS, TypeScript, Java, PHP, Python, SQL
- I had the honor to work with companies like **Alza.cz & RUR Robotics, RedHat, Merck (MSD), O2 Czech Republic, archTIS, Etnetera** and others.

Lipa Learning, s.r.o. / EMTC - Czech, a.s. Prague (CZ)

Fulltime employee
(~150 employees)

Web Development Techlead

08/2014–02/2015

- Architecture design of web services
- Be responsible for web department
- Creating roadmaps, task management
- Backend components in PHP, Python
- Leadership, Recruitment
- Monitor KPIs to assess performance
- Reporting to company board
- DevOps, Linux servers administration

Senior JavaScript Developer

02/2014–07/2014

- HTML & CSS coding of web sites by PSD graphic design
- Development of HTML5 games in JavaScript, PHP/Nette framework
- Define coding standards, conventions and rules for FE development

Freelance Fullstack Engineer Prague (CZ)

11/2012–12/2013

Seznam.cz, a.s. Prague (CZ)

Fulltime employee
(1000+ employees)

Senior Frontend Developer Frontend Developer

08/2011–10/2012
08/2010–07/2011

- Web services with impact to more than 6+ millions monthly real visitors
- Development of opensource JavaScript framework JAK
- HTML, CSS, JavaScript, PSD, Angular.js, Linux Debian package management
- Seznam.cz Homepage, Email.cz, Fulltext, Zboží.cz, Lidé.cz, Novinky.cz, ...

Freelance Fullstack Web Developer & Graphic Designer

- Business analysis, project management **04/2008–07/2010**
- Graphic web design layouts in Adobe Photoshop
- Copywriting, Corporate identity, Marketing campaigns & Consulting
- HTML, CSS, JavaScript, PHP, MySQL, CMS, Adobe Flash & ActionScript

Agentura Regia, s.r.o. Rakovník (CZ)

Fulltime contract
(~10 employees)

Junior Web Developer

09/2007–03/2008

Centrum Holdings, s.r.o. Prague (CZ)

External part-time contract
(500–1000 employees)

QA Tester

03/2007–08/2007

- Testing for Centrum.cz services Email.centrum.cz, Fotoalba.cz, XChat.cz

Integrated high school Jirkov Rakovník (CZ)

Business Management

2003–2006

Personal / Soft skills

- Adaptability and flexibility
- Effective communication
- Interpersonal abilities
- Teamwork player
- Humility & esteem to the others
- Ability to accept critics & self-reflection
- Collecting feedback
- Always open-minded
- Ability to adapt and accept changes
- Inventive and added value
- Organised and prioritised schedule
- Planning and organizing
- Leadership, management and mentoring
- Assertive approach
- Discovery and orientation in informations communication

Other professional skills

- Building IT corporate strategy
- Business development
- Communication with external partners
- Marketing & Sales strategy
- Recruitment, Interviews, Establish onboarding processes
- Employee education programs and trainings, Motivational planning
- Management of complex projects and teams
- Agile, SCRUM, kanban, waterfall / iterative
- Research & Analysis
- Legislation (GDPR etc.)

Courses, trainings and workshops

- Microsoft Azure Workshop (8 days, Mainstream Technologies)
- SEO (2 days, Marek Prokop)
- CSS3 and responsive design (Martin Michálek, Vzhůrudolů.cz)
- AngularJS (Robin Pokorný, Vzhůrudolů.cz)
- Course presentation skills (3 days, Seznam.cz)
- Assertiveness training (Seznam.cz)
- Mapy.cz API (Ondřej Žára, Seznam.cz)
- Distributed version systems and Git (Ondřej Žára)
- AJAX (Ondřej Žára, Seznam.cz)
- JS performance optimization (Seznam.cz)
- jQuery workshop (WebExpo)
- WAI ARIA accessibility workshop (Internet Info)

Favourite RSS sources and sites

- Google Developers Web updates
- developers.google.com/web/updates/
- Mozilla Hacks Site - Developers blog - hacks.mozilla.org
- web.dev - web.dev • Can I use...? - caniuse.com
- Let's Encrypt Blog - letsencrypt.org/blog/
- Microsoft TypeScript blog
<https://devblogs.microsoft.com/typescript/>
- 2ality - JavaScript and more - 2ality.com
- Smashing Magazine - smashingmagazine.com
- SitePoint (former JSPro.com) - sitepoint.com
- Little Big details (UX site) - littlebigdetails.com
- Mozilla MDN web docs - developer.mozilla.org
- Vzhůru dolů Martina Michálka - vzhurudolu.cz • Je čas - jecas.cz
- Zdroják.cz - zdrojak.cz • Root.cz - root.cz • Lupa.cz - lupa.cz
- BlindFriendly - blindfriendly.cz • Pomoc SLEPým - poslepu.cz
- Deep in IT - diit.cz • CDR.cz - cdr.cz • Živě.cz - zive.cz
- CzechCrunch - czechcrunch.cz • Forbes - forbes.cz

Groups and meet-ups

- Frontendisti.cz / Backendisti.cz (Fb groups, YT channel)
- Reactive Meetups Prague - meetup.com/ReactiveMeetupsPrague/
- Google User Group - gug.cz
- Spolek pro zachování odkazu českého odboje - spolekodboje.cz

Maintained projects

- „Statistika nuda je, má však cenné údaje“ Facebook page
- <https://www.facebook.com/statistikabeznudy/>
- XStatistiky.cz - Statistics and tools for portal XChat.cz
- XChat.cz API - REST API, XChat-BOT (chatbot)
- SimplyJS (ES5 JavaScript lib providing DOM manipulating and JS events)
- <https://github.com/janelznic/simplyjs>

Hobbies and interests

- Chatbots & Artificial Intelligence
- History, Theology, Genealogy, Geopolitics, Political science
- Cryptocurrencies & Retro hardware (x86)
- Environment, Ecology, Nature
- Volunteer activity
- Travel & Tourism, Spirituality, Music, Culture & Festivals
- Horse riding, Skiing, Cycling, Swimming, Golf
- Reading - Biographical & motivational books and 100+1 magazine
- Movies, PC & mobile games, documentaries