Jakub Kubacki - Lead Software Engineer

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I'm an experienced software engineer with 14 years of expertise in the web-dev industry. I'm passionate about building high-quality, maintainable, and scalable software using the best tech available. I work well in a team and have achieved success as a leader in multiple projects. I am comfortable taking full ownership of a product.

Skills

Backend - 14 years of experience

Ruby on Rails - 11 years of experience

Rails 7, Sidekiq, TDD, RSpec, Capybara, Devise, Rails upgrades, Elasticsearch, Autorization systems, Performance profiling, Security auditing

Developing APIs - 9 years of experience

REST API, JSON API, Rails API, Grape, OAuth 2.0, Doorkeeper

Databases - 14 years of experience

MySQL, PostgreSQL, Database Design, Query optimization, Database Migrations, NoSQL, Redis, MongoDB, Elasticsearch

API integrations - 14 years of experience

REST, OAuth 2.0, SOAP, Stripe, AWS, Twillio, Discord, Slack, Sendgrid, Mailchimp, Keycloak, Facebook Workspace, DPD, Elevenlabs, Cyanite, Aims, allegro.pl, inpost.pl, shoper.pl, ifirma.pl

Other

Typescript, Next.js, Express.js, Nest.js, Functional programming, Python, Flask, FAST API, Elixir, Phoenix, Shell, PHP, Java, Search engines - ElasticSearch, Solr, Sphinx, Git, Github, Bitbucket, Audio processing, PDF generation, Stimulus & Turbo

Leadership - 8 years of experience

Technical Leadership - 8 years of experience

Software architecture, Scoping sessions, Client consulting, Code reviews, Pair programming, Technical documentation, Technical debt management, Mentorship, Team building, Decision making, Jira, Confluence, Slack, Agile

Management - 7 years of experience

Mentorship, Career path guidance, Goal setting, Onboarding, Performance reviews, Salary reviews, Promotions, Contract termination, Offboarding, Conflict resolution

Recruitment - 8 years of experience

Interviewing, Candidate evaluation, Recruitment process, Recruitment tools

DevOps - 5 years of experience

Kubernetes - 5 years of experience

GitOPS, ArgoCD, Kustomize, Helm, Grafana, Prometheus, Alert Manager, Elastic Cloud, Fluentd, Cert Manager, Sealed Secrets, Open EBS NFS, RBAC, Automated backups, Digital Ocean

Docker - 7 years of experience

Dockerfile, Docker Compose, Docker Desktop, Docker Hub

AWS - 8 years of experience

AWS S3, AWS Route 53, AWS EC2, AWS RDS, AWS Lambda, AWS IAM, AWS SNS

Other

CircleCI, Jenkins, Travis, Cloudflare, VPS management, Bash, Capistrano, PM2, Monitoring, Backups, Cronjobs, Firewall rules

Frontend - 6 years of experience

Javascript - 14 years of experience

Node.js, Express.js, Nest.js, Jest, Mocha, Webpack, Babel, Gulp, ESLint, Prettier

React - 6 years of experience

React Testing Library, Playwright, Storybook, Redux, Redux Saga, Tailwind CSS, React Query, React Router, shadcn/ui, React Hook Form, React Native, Styled Components

Typescript - 2 years of experience

Next.js - 2 years of experience

NextAuth, Prisma, Vercel

Other

React Native, WebSocket, Bootstrap, jQuery

Experience

VP of Technology / Lead Full Stack Engineer

Benztown Branding USA - leading radio imaging company

Glendale, CA / Remote

Mar 2019 - Present

As the VP of Technology, I assumed responsibility for all technical aspects of the company, including the development of new products, maintenance of existing products, and management of the infrastructure.

- Improved reliability:
  - Created Kubernetes infrastructure for all company services.
  - Set up fully automated CI/CD pipelines.
  - Implemented monitoring and alerting for all services using Prometheus Stack, error tracker, and uptime monitoring.
  - Established backups and disaster recovery plans for databases, volumes, and Kubernetes resources.
  - Achieved 99.999% uptime for all services over a span of two years.
  - Utilized Infrastructure as Code tools such as ArgoCD GitOps, Helm, and Kustomize.
- Improved security:
  - Implemented static code analyzers and automated dependency checks.
  - Ensured no credentials are stored in the codebase.
  - Ensured complete separation between environments.
  - Migrated the custom authentication system to Keycloak SSO and enhanced the password hashing algorithm.

- Enforced 2FA across the company.
- Enforced secure password management.
- Implemented proper IAM roles and permissions enforcement.
- Developed AI powered products for the radio industry:
  - Implemented similarity audio search
  - Developed AI powered voice generation application for radio imaging
  - Trained AI audio classification model for genres and keywords.
- Created a frontend application for the company's flagship product.
  - Utilized Next.js and TypeScript with React for the frontend, Ruby on Rails for the API
  - Developed a highly maintainable complex application using Redux, Redux-Saga, and other libraries
  - Conducted testing using Jest, React Testing Library, and Playwright.
- Maintained and improved a 13-year-old Ruby on Rails backend application.
  - Enhanced performance by optimizing SQL queries on database tables containing millions of rows.
  - Upgraded a Rails 4 application to the latest Rails 7 version.
  - Updated dependencies that were outdated for several years.
  - Eliminated unused features and their dependencies.
  - Refactored legacy code to enhance maintainability and testability.
  - Significantly increased test coverage by writing meaningful unit and integration tests.
  - Implemented a search engine for audio files, users, logs, and other resources using Elasticsearch.
- Automated administrative tasks:
  - Automated billing and invoicing using the Stripe API.
  - Automated audio management tasks, including audio processing, signal splitting, and metadata extraction.
  - Utilized AI for generating descriptions for audio files.
  - Implemented data exporting tools for analytics and reporting purposes.

Technical Team Leader

Netguru - a software house

Remote

Sept 2017 - Mar 2019

During my time as a Team Leader, I led multiple technical projects. I managed teams of developers and consulted with clients. Additionally, I mentored less experienced colleagues in my role as a mid-level manager.

- Led the development of small, medium, and large-scale projects
- Conducted code reviews and pair programming sessions to maintain high standards in the projects.
- Created products from scratch, maintained, and extended mature applications.
- Developed APIs for single-page applications (SPAs) and maintained Rails view projects.
- Managed a team of seven developers as a leader (manager), providing mentorship, supervising development goals and careers, and evaluating their performance and skills.
- Consulted on company-wide policies with leaders and executives.
- Coordinated the recruitment process in a department of 90 developers, automating manual steps, unifying requirements and feedback processes, introducing recruitment tasks, and conducting interviews for junior, regular, and senior positions.
- Spoke at company meetups, organized internal hackathons, and coached attendees in Ruby on Rails workshops.
- Consulted with clients during scoping sessions, project workshops, and technical project reviews.
- Administered Kubernetes clusters

Senior Ruby on Rails Developer

Netguru - software house

Remote

Jan 2015 - Sept 2017

As a Senior Ruby on Rails Developer, I led Ruby on Rails projects, managed teams of RoR developers, and consulted with clients.

- Led development in 4 projects.
- Conducted recruitment interviews ranging from junior to senior levels.

Ruby on Rails Developer

E-price - e-commerce company

Remote

Dec 2013 - Jan 2015

Built e-commerce CRM software managing sales via api integrations (SOAP, REST, OAUTH).

PHP Developer

E-price - e-commerce company

Remote

Sep 2010 - Dec 2013

Developed and maintained e-commerce software.

- Maintained an e-commerce store.
- Integrated products with online auction services and e-stores.
- Built an invoicing system.
- Developed software for managing Points of Sales.
- Created a warehouse management web application.
- Developed an admin panel for bulk product editing.
- Configured and administered VPS servers.

Education

Computer Science

University of Adam Mickiewicz, Poznań, Poland

2010 - 2012

Pursued a full-time career in web development after completing 3 semesters.

Languages

- 🇬🇧 English: Full professional proficiency
- 🇵🇱 Polish: Native proficiency
- 🇪🇸 Spanish: Limited working proficiency
- 🇹🇭 Thai: Elementary proficiency

Interests

Technology, Finance, Football, D&D, Travel, Languages, Cuisine, Digital Nomad Lifestyle