

# Jakub Kubacki

Lead Software Engineer

[jakubkubacki.com](http://jakubkubacki.com)

✉ [kubacki.jk@gmail.com](mailto:kubacki.jk@gmail.com)

🐙 [github.com/jkubacki](https://github.com/jkubacki)

🌐 [linkedin.com/in/jkubacki](https://linkedin.com/in/jkubacki)

I'm passionate about crafting high-quality, maintainable, and scalable software using the best tools for the job. I thrive in remote, collaborative team environments and have successfully led multiple projects. I'm comfortable taking full ownership of a product, ensuring its success from start to finish.

## Experience

### VP of Technology / Lead Full Stack Engineer

Bentztown Branding USA - leading radio imaging company

Glendale, CA / Remote

Mar 2019 - Present

As the VP of Technology, I assumed responsibility for overseeing all technical operations within the company, including managing the engineering team, spearheading the development of new products, maintaining existing products, and overseeing infrastructure architecture.

- Led the development of a new products:
  - Created a SaaS platform for radio imaging production.
  - Collaborated with cross-functional teams to define, design, and ship new features.
  - Consulted with executives and stakeholders to define the product roadmap.
  - Managed a team of developers and designers.
- Improved reliability:
  - Created Kubernetes infrastructure on AWS using Terraform.
  - Utilized Infrastructure as Code tools such as ArgoCD, GitOps, Helm, and Kustomize.
  - Set up fully automated CI/CD pipelines.
  - Implemented observability tools, application monitoring, and incident response procedures.
  - Automated backups and disaster recovery plans for databases, volumes, and Kubernetes resources.
  - Achieved 99.999% uptime for all services over a span of two years.
- Created a full-stack application for the company's flagship product.
  - Utilized Next.js, TypeScript, React and Redux to create a frontend application.
  - Used Ruby on Rails, PostgreSQL, Redis, Sidekiq and Elasticsearch for the REST API backend.
  - Maintained high test coverage with Jest, React Testing Library, RSpec, and Capybara.
- Improved security:
  - Implemented static code analyzers and automated dependency checks.
  - Ensured complete environment separation.
  - Replaced custom authentication systems with industry-standard solutions.
- 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 music genres.
- Maintained and improved a 13-year-old Ruby on Rails backend application.

- Optimized performance introducing caching, background jobs, and database optimizations.
- 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.
- Gradually refactored legacy code to enhance maintainability and testability.

## **Technical Team Leader**

Netguru - Ruby on Rails focused 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.

- Created and maintained Ruby on Rails and React applications.
- Led the development of small, medium, and large-scale projects
- Collaborated with cross-functional teams to define, design, and ship new features.
- Conducted code reviews and pair programming sessions to maintain high standards in the projects.
- Created products from scratch, maintained, and extended mature applications.
- 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 other 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.

## **Senior Ruby on Rails Developer**

Netguru - Ruby on Rails focused 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 Ruby on Rails 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 ERP software managing sales via api integrations (SOAP, REST, OAUTH).

## **PHP Developer**

E-price - e-commerce company

Remote

Sep 2010 - Dec 2013

Developed and maintained ERP e-commerce software.

## Skills

### Backend - 14 years of experience

Ruby on Rails - Rails 7, Sidekiq, TDD, RSpec, Capybara

Developing APIs - REST API, GraphQL

Databases - RDBs, NoSQL

API integrations - REST, GraphQL

Other - Node.js, Python, Elixir & Phoenix, Shell, Search engines - Elasticsearch, Solr, Sphinx, Git

### Leadership - 8 years of experience

Technical Leadership - Full ownership, Architecture, Code reviews, Agile

Management - Mentorship, Performance reviews, Conflict resolution

Recruitment - Interviewing, Recruitment process

### DevOps - 5 years of experience

AWS - EKS, S3, EC2, RDS, Lambda

Docker

Kubernetes - GitOps - ArgoCD, Kustomize, Helm

Other - Terraform, CI, CDN, Observability

### Frontend - 6 years of experience

React - React Testing Library, Playwright, Storybook, Redux, Tailwind CSS, React Query  
Typescript

Javascript - Node.js, Jest

Next.js - NextAuth, Vercel

Other - Stimulus & Turbo, React Native

## 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