Jakub Kubacki

Lead Software Engineer

jakubkubacki.com

✉ kubacki.jk@gmail.com   github.com/jkubacki   in linkedin.com/in/jkubacki

I am a hands-on leader with a passion for crafting high-quality, maintainable, and scalable software using the best tools and practices. I thrive in remote, collaborative team environments and have successfully led multiple projects. I take full ownership of products, ensuring their success from start to finish, while actively participating and supporting my team.

Experience

VP of Technology / Lead Full Stack Engineer

Benztown Branding USA - Leading radio imaging company

Glendale, CA / Remote

Mar 2019 - Present

- Oversaw all technical operations within the company, including managing the engineering team, developing new products, maintaining existing products, and overseeing infrastructure architecture.
- Led the development of 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:
  - Designed and provisioned 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 two years.
- Created a full-stack application for the company's flagship product using Next.js, TypeScript, React, and Redux for the frontend and Ruby on Rails, PostgreSQL, Redis, Sidekiq, and Elasticsearch for the 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:
  - Implemented a similarity audio search.
  - Developed an AI-powered voice generation application for radio imaging.
  - Trained an AI audio classification model for music genres.
- Maintained and improved a 13-year-old Ruby on Rails backend application.

- Optimized performance by introducing caching, background jobs, and database optimizations.
- Upgraded a Rails 4 application to Rails 7.
- Updated outated dependencies.
- Eliminated unused features and their dependencies.
- Gradually refactored legacy code to enhance maintainability and testability.

Technical Team Leader

Netguru – Ruby on Rails software house

Remote

Sept 2017 - Mar 2019

- Led multiple technical projects, managed teams of developers, and consulted with clients.
- Mentored less experienced colleagues.
- Created and maintained Ruby on Rails and React applications.
- Conducted code reviews and pair programming sessions following best practices.
- Managed a team of seven developers, providing mentorship, supervising development goals, and evaluating performance.
- Led the development of small, medium, and large-scale projects
- Coordinated the recruitment process for a department of 200 developers.
- Spoke at company meetups, organized internal hackathons, and coached attendees in Ruby on Rails workshops.
- Collaborated with cross-functional teams to define, design, and ship new features.
- Consulted with clients during scoping sessions, project workshops, and technical project reviews.
- Consulted on company-wide policies with leadership and executives.

Senior Ruby on Rails Developer

Netguru - Ruby on Rails focused software house

Remote

Jan 2015 - Sept 2017

- Led Ruby on Rails projects.
- Managed teams of RoR developers.
- Conducted recruitment interviews for 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.
- Managed server infrastructure and deployment processes.

PHP Developer

E-price - e-commerce company

Remote

Sept 2010 - Dec 2013

- Developed and maintained ERP e-commerce software.
- Created CMS software for managing products and orders.

Skills

Backend - 14 years of experience

Ruby on Rails - Rails 7, Sidekiq, TDD, RSpec, Capybara
Developing APIs - REST API, GraphQL
Databases - PostgreSQL, MySQL, Redis, NoSQL
API integrations - REST, GraphQL
Other - Node.js, Python, Kafka, Rust, Elixir, Shell, Search engines - ElasticSearch, Solr, Git

Leadership - 8 years of experience

Technical Leadership - Ownership, Architecture, Code reviews, Agile, Roadmaps
Management - Mentorship, Performance reviews, Conflict resolution
Recruitment - Interviewing, Recruitment process

DevOps - 5 years of experience

AWS - EKS, S3, EC2, RDS, Lambda, Cloudflare
Docker
Kubernetes - GitOPS - ArgoCD, Kustomize, Helm
Other - Terraform, CI, CDN, Observability, Distributed systems

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 - Hotwire & Stimulus, React Native, TailwindCSS

Education

Computer Science

University of Adam Mickiewicz, Poznań, Poland

2010 - 2012

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

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