

# Jakub Kubacki

Lead Software Engineer

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With 14 years of experience in web development, 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.

## Skills

### Backend - 14 years of experience

#### Ruby on Rails - 11 years of experience

Rails 7, Sidekiq, TDD, RSpec, Capybara, Devise, Rails upgrades, Elasticsearch, Authorization 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

SQL, MySQL, PostgreSQL, Redis, MongoDB, Elasticsearch, Database Design

#### API integrations - 14 years of experience

REST, OAuth 2.0, SOAP, Stripe, AWS, Twilio, Discord, Slack, Sendgrid, Mailchimp, Keycloak, Facebook Workspace, DPD, Elevenlabs, Cyanite, Aims, Allegro

#### Other

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

### 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, Backups, Digital Ocean, Docker

**AWS** - 8 years of experience

S3, EKS, EC2, RDS, Lambda, Route 53, SES

#### **Other**

Terraform, CircleCI, Jenkins, Travis, Cloudflare, Bash, Capistrano, PM2, Monitoring, Cronjobs, Firewalls

### **Frontend - 6 years of experience**

**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

**Javascript** - 14 years of experience

Node.js, Express.js, Nest.js, Testing, Webpack, ESLint & Prettier

**Next.js** - 2 years of experience

NextAuth, Prisma, Vercel

#### **Other**

Stimulus & Turbo, 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 ones, 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 music genres.
- 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.
  - Gradually 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 powered tools for generating descriptions for audio files.
  - Implemented data exporting tools for analytics and reporting purposes.

## 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.

- 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.

## 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 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