

# Jakub Kubacki

## Technical Lead

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## About

Hands-on engineering leader with a proven ability to solve complex technical challenges and drive the delivery of high-impact software products. Demonstrates a strong focus on building scalable, maintainable solutions that align with business objectives. Experienced in leading cross-functional teams in remote environments, with a consistent record of end-to-end product ownership and a commitment to delivering measurable value.

## Experience

### Tech Lead

Printumo - Print on demand for artists

Copenhagen, Denmark / Remote

May 2024 - Present

Built a SaaS print on demand platform from scratch:

- Selected and implemented a simple, efficient tech stack to accelerate development and reduce overhead.
- Implemented and optimized CI/CD pipelines to streamline daily deployments.
- Automated backup processes and developed robust disaster recovery plans to ensure data integrity.
- Configured observability tools, application monitoring, and incident response procedures.
- Achieved 99.99% SLA uptime.
- Implemented API integrations with third-party services.

Launched a new product to market in less than 3 months:

- Conducted requirements analysis to define project scope.
- Led and managed a cross-functional team to define, design, and ship new features.
- Planned work using agile methodologies.
- Orchestrated backlog management as both product owner and project manager.
- Collaborated with executives and stakeholders to define the product roadmap.
- Facilitated communication with business partners and fulfillment centers.
- Gathered and analyzed user feedback to improve the product.
- Leveraged metrics and A/B testing to create analytics dashboards.
- Optimized user retention and product conversion to drive growth and engagement.

## **VP of Technology / Lead Full Stack Engineer**

Benztown Branding USA - Leading radio imaging company

Glendale, California / Remote

Mar 2019 - May 2024

Led the development of new products:

- Created a SaaS platform for radio imaging production.
- Drove the development of new features through collaboration with a cross-functional team.
- Advised leadership and key stakeholders in developing the strategic direction of the product.
- Managed a team of developers and designers.
- Improved project delivery speed by 30%.

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.
- Integrated observability solutions and monitoring frameworks, and established incident response workflows.
- Automated backups and disaster recovery plans for databases, volumes, and Kubernetes resources.
- Improved uptime to 99.999% for all services over two years.

Created a full-stack application for the company's flagship product:

- Used 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.
- Decreased security incidents by 90% after implementing new protocols.

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 modernized a legacy 13-year-old Ruby on Rails application.

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

## **Technical Team Leader**

Netguru - software consultancy specializing in Ruby on Rails solutions.

Remote

Sep 2017 - Mar 2019

- Led multiple technical projects, managed teams of developers, and consulted with clients.
- Provided mentoring to junior developers for skill development.
- 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.
- Mentored 9 junior developers who advanced to senior roles.

## **Senior Ruby on Rails Developer**

Netguru - software consultancy specializing in Ruby on Rails solutions.

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

Leadership Skills - 8 years of experience

- Technical Leadership - Software Architecture, System Design, Code reviews, Agile, Roadmaps, Scrum
- Management - Mentorship, Performance reviews, Conflict resolution, Project Management
- Recruitment - Talent sourcing, Interviewing, Recruitment process

Backend Development Skills - 14 years of experience

- Ruby on Rails (11 years) - Rails 7, Sidekiq, TDD, RSpec, Capybara
- API development - REST API, GraphQL
- Databases - PostgreSQL, MySQL, Redis, NoSQL
- API integrations - REST, GraphQL
- Node.js, Python, Kafka, Elasticsearch, Git, Bash, Version Control

DevOps Skills - 5 years of experience

- Cloud Technologies
- AWS - EKS, S3, EC2, RDS, Lambda, Cloudfront
- Kubernetes - GitOPS - ArgoCD, Kustomize, Helm, Docker
- Terraform, CI/CD, CDN, Observability, Distributed systems

Frontend Development Skills - 6 years of experience

- React - Redux, React Query, Jest, Testing Library, Playwright, Storybook
- Typescript, Next.js, Node.js, NextAuth.js
- Tailwind, Hotwire & Stimulus, React Native

# Education

## Computer Science

Adam Mickiewicz University

Poznań, Poland

2010 - 2012

# Languages

- English - full professional proficiency
- Spanish - limited working proficiency
- Polish - native proficiency
- Thai - elementary proficiency