

# Kamil Pavličko

SOFTWARE ENGINEER · FULL STACK DEVELOPER

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“Programming is an art.”

## Profile

Hello! I'm **Kamil Pavličko**, a full-stack software engineer with **10+ years of experience**, passionate about building robust, scalable platforms. Over the past decade, I've helped fast-moving startups and teams ship high-impact features using **Ruby on Rails, Hotwire**, and **modern frontend stacks like React or VueJS**.

## Education

### Slovak University of Technology - Faculty of Electrical Engineering and Informatics

Bratislava

ENGINEERING STUDIES - FIELD: APPLIED INFORMATICS

2013 - 2018

- Modeling and Simulation of Event Systems
- Bachelor's Thesis - Design, Analysis, and Development of an Android Application for Voice Transmission
- Master's Thesis - Web Application Utilizing Chatbot Technology

### Gymnasium Kukucinova Poprad

Poprad

2009 - 2013

## Technologies

**Languages** Ruby, Typescript, Java, Kotlin, Python, C

**Frameworks** Ruby on Rails, Sinatra, Hotwire, React, VueJS, Node.js, Javascript/Typescript, Scss, TailwindCSS

**Databases and APIs** PostgreSQL, GraphQL, Oracle, MSSQL

**DevOps and Tools** Docker, Kubernetes, Nomad, RabbitMQ, Jenkins

**Language Proficiency** Slovak - Native, English - fluent, German - basic

## Work Experience

### Commsor

Remote (US-based)

SENIOR SOFTWARE ENGINEER

June 2024 – March 2025

- Go-to-Network sales community platform transforming existing relationships into warm introductions and referrals to accelerate B2B sales
- Operated in a high-velocity startup environment as one of 3 core engineers, owning major parts of the platform.
- Led product from concept to launch and built tools for sales/community use.
- Built critical features including fully self-serve onboarding with Stripe (multi-plan support and access restrictions), contact data ingestion and relationship graph processing, warm intro path discovery, full-text global search, and a Chrome extension for LinkedIn data fetch.
- Integrated AI-powered features using OpenAI and ClaudeAI to enhance contact insights, suggest warm intro paths, and support smart search functionality.
- Connected and managed integrations with numerous third-party APIs: Stripe, LinkedIn, Google Workspace, HubSpot, WithAmper-sand, Loops, SendGrid, Apify, BrightData, OpenAI, ClaudeAI and others.
- Led a complete front-end migration from React/TypeScript to Ruby on Rails with Hotwire, including a custom Hotwire component library.
- Enhanced platform scalability and performance by optimizing background jobs, tuning database queries, monitoring infrastructure, and implementing architectural improvements.
- Collaborated closely with internal teams and external users to gather feedback and shape feature development.
- Tech stack: Ruby on Rails, Hotwire, Sidekiq, React, TypeScript, TailwindCSS, PostgreSQL, Elasticsearch, OpenAI, Anthropic AI.

## ChartMogul

Remote (Toronto / Berlin / Seoul)

### SENIOR SOFTWARE ENGINEER

September 2023 – June 2024

- CRM and Subscription Analytics platform built for SaaS growth
- Led full-stack development on ChartMogul's core subscription analytics and newly launched CRM, delivering high-impact customer-facing features.
- Built advanced CRM capabilities: bulk editing, customizable dashboards, and a lot of metric-driven graph visualizations — all with strict performance constraints.
- Designed and deployed robust backend APIs and updated client libraries (Go, Python, Node.js, Ruby) for consistent external developer support.
- Diagnosed and resolved complex system issues: reduced DB load, and improved app responsiveness under scale.
- Participated in on-call rotations and deep monitoring to maintain platform reliability and address real-time customer-impacting incidents.
- Enhanced internal engineering practices and contributed to process improvements across the development team.
- Tech stack: Ruby on Rails, Vue.js, TypeScript, Sidekiq, PostgreSQL.

## AhoyConnect (acquired by Commsor)

Remote (Europe)

### SENIOR SOFTWARE DEVELOPER

October 2021 – June 2023

- Community-led data intelligence platform
- Part of a 5-engineer team that built a data intelligence platform for community-led growth — from scratch to full production launch.
- Designed and implemented integrations with major community platforms (Slack, Discord, Twitter, Gmail, Discourse, etc.), enabling continuous data ingestion at scale.
- Normalized and processed high-volume event data into actionable metrics, powering real-time dashboards and insight tools for end users.
- Developed a self-serve onboarding flow with tiered access and app-specific restrictions to support flexible customer plans.
- Built analytics features like engagement scoring, semantic topic detection, and dynamic dashboards.
- Solved complex performance challenges related to data post-processing, query optimization, and large-scale ingestion pipelines.
- Improved system architecture and implementation quality with a focus on long-term scalability and maintainability.
- Tech stack: Ruby on Rails, Sinatra, Sidekiq, React, TypeScript, GraphQL, PostgreSQL, Kubernetes.

## Innovatrics

Bratislava, Slovakia

### SOFTWARE DEVELOPMENT TEAM LEAD

January 2019 – September 2021

- Promoted to lead a 5-member engineering team while continuing to contribute to the full-stack development of Innovatrics' Automated Biometric Identification System (ABIS).
- Directed team operations, including task planning, performance evaluations, and professional development initiatives.
- Collaborated with cross-functional teams to define technical specifications, conduct risk analyses, and ensure successful project deliveries.
- Maintained active involvement in coding, code reviews, and architectural decisions to uphold high-quality standards.
- Tech stack: Ruby on Rails, React, TypeScript, Kotlin, Java, Docker, PostgreSQL, Oracle, MSSQL.

## Innovatrics

Bratislava, Slovakia

### FULL STACK DEVELOPER

June 2016 – December 2018

- Contributed to the development of Innovatrics' ABIS platform, integrating biometric SDKs into a web application for identity management and verification.
- Implemented features for managing biometric data, including enrollment, suspect tracking, and duplicate resolution, tailored for applications such as civil registries, elections, and border control.
- Developed and maintained Ruby on Rails and front-end components using jQuery and vanilla JavaScript, later transitioning to React with Webpack for improved performance and scalability.
- Customized the ABIS platform for various international projects, adapting to specific requirements and integrating with existing systems in regions like Africa, Asia, and South America.
- Ensured high performance and reliability through rigorous testing, monitoring, and optimization of database interactions and background processing.
- Tech stack: Ruby on Rails, jQuery, React, JavaScript, PostgreSQL, Oracle, MSSQL.

## Regional Card Processing Centre (Raiffeisen Bank International)

Bratislava, Slovakia

### RUBY DEVELOPER

June 2015 – June 2016

- Developed internal tools using Ruby and Sinatra for processing banking documents and files.
- Built ISO 8583-compliant transaction simulators generating millions of test cases for payment system validation.
- Automated database control tasks with XML generators and scripting, streamlining data management processes.
- Contributed to the development and testing of POS terminal solutions.
- Tech stack: Ruby, Sinatra, Oracle, Python.

**IBM**

EMEA SECURITY RISK AND ACCESSIBILITY ANALYST

Bratislava, Slovakia

July 2014 – April 2016

- Monitored and analyzed security risks across EMEA infrastructure, identifying vulnerabilities and ensuring compliance with IBM's security standards.
- Developed automation tools in Ruby and Java to streamline vulnerability assessments and compliance reporting.
- Implemented monitoring solutions for employee devices, enhancing data collection and anomaly detection.
- Contributed to accessibility compliance initiatives, ensuring adherence to standards across systems.
- Tech stack: Ruby, Java.

**Projects**

**Criminal Case Management System**

Bratislava, Slovakia

LEAD DEVELOPER

January 2021 – September 2021

- Led the design and development of a new criminal case management system for law enforcement agencies.
- Integrated biometric recognition capabilities, including fingerprint, facial, and iris identification, to enhance evidence analysis and suspect identification.
- Implemented modules for latent print processing and video-based face identification, accessible via a web-based interface.

**Panama Civil Registry Modernization**

Bratislava, Slovakia

LEAD DEVELOPER

September 2020 – December 2020

- Contributed to the modernization of Panama's Civil Registry by migrating legacy biometric systems to a new multimodal ABIS platform.
- Ensured seamless integration of fingerprint and facial recognition technologies, enhancing the accuracy and efficiency of citizen identification processes.
- Collaborated with international partners to meet the Tribunal Electoral's requirements for a secure and scalable identity management system.

**Guinea Elections – Parliamentary and Presidential**

Bratislava, Slovakia

LEAD DEVELOPER

September 2019 - March 2020

Jun 2020 - September 2020

- Built and deployed biometric voter registration and deduplication systems for two national elections.
- Implemented modules for citizen enrollment, deduplication, electoral district assignment, and voter card generation.
- Provided direct support and issue resolution during the election process, contributing to the system's adherence to international electoral standards.

**Interests**

<b>Art and Books</b>	Playing classical and electric guitar, reading books, analog photography, DJing
<b>Sports</b>	Running, swimming, rollerblading, ice hockey, ice skating, cycling, hiking
<b>Technology</b>	Newsletters, technology podcasts, online conferences, DB and Rails books