STEFAN IMHOFF

Senior Software Engineer · Design System Authority

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Professional Summary

Senior Software Engineer and **Design System Authority** with over 15 years of experience at XING, specializing in scalable frontend architecture and inclusive UI/UX. Recognized as a **"Top Performer"** (rated Exceeds Expectations in 4 of the last 6 reviews) for combining a clear technical vision with "Swiss precision" quality. Proven track record of driving significant economic efficiency, delivering **€572k in annual savings** through centralized system adoption. As a top-3 contributor to the core monorepo (**270k+ LOC**), I bridge the gap between design and engineering, spearheading **WCAG 2.2 AA compliance**, acting as a **Role Model for AI adoption**, and accelerating the adoption of the **centralized Design System (XDS)** by **278%**. Passionate about creating minimalistic, high-performance, and accessible web experiences.

Key Skills

Core Competencies

- **Design Systems:** Architecture, Tokenization, Versioning, Governance, "Swiss Precision" Quality Assurance.
- **Accessibility (A11Y):** WCAG 2.2 AA, ARIA Standards, Inclusive Design, Automated Auditing.
- **Frontend Architecture:** Monorepo Management, Micro-frontends, Performance Optimization.
- **Leadership & Mentoring:** Lateral Leadership, Onboarding Programs, Technical Writing, Cross-functional Collaboration.

Technologies & Tools

- **Languages:** TypeScript, JavaScript (ES6+), HTML5, CSS3, PostCSS, CSS Modules, Sass/SCSS.
- **Frameworks & Libraries:** React, Redux, Styled Components (v6), Tailwind CSS, Astro, Node.js.
- **Testing & Analysis:** Jest, Cypress, Component Scanners, Metabase.
- **DevOps & AI:** Git, GitHub Actions, Docker, Jenkins, GitHub Copilot, Claude, OpenCode, Prompt Engineering.
- **Design:** Figma, Sketch, Adobe Creative Suite, Affinity.

Professional Experience

XING
Jan. 2011 – Present

Senior Software Engineer · Design System Team
Remote · Mar. 2020 – Present

Lead Engineer for the XING Design System (XDS), recognized by management as the "Authority for Design System components on Web."

- **Delivered €572,400 in estimated annual savings** (Savings Factor 3.32) by establishing a centralized component creation workflow, achieving "Top Performer" ratings (2021, 2022) for high-impact efficiency gains.

- **Dominated code contributions as the #3 ranked contributor** in the Crate core monorepo (**272,000+ LOC** across **3,500+ files**), serving as the **sole Web Engineer** during critical 2023 reorganizations while maintaining 100% delivery output.

- **Accelerated XING Design System adoption by 278%** (cumulative growth by Q3 2025), successfully deprecating legacy systems and reducing technical debt through aggressive migration strategies acknowledged as "technically demanding" successes.

- **Spearheaded WCAG 2.2 AA compliance** for the EU Accessibility Act, conducting comprehensive audits on 50+ core components and implementing semantic standards, focus management, and high-contrast support.

- **Recognized as a "Role Model for AI Tooling"** by leadership, integrating generative AI into daily workflows for debugging and documentation, and winning **2nd Place in the 2023 AI Hackweek** for profile image generation.

- **Engineered a scalable Dark Mode architecture** by creating a dual-mode SVG token mapping strategy for 400+ illustrations, reducing asset load sizes, and enabling dynamic theming without code duplication.

- **Executed the cloud migration** of 10+ internal tools and Chrome extensions to **GitHub Cloud**, modernizing the CI/CD infrastructure and ensuring zero downtime.

- **Led the technical upgrade to Styled Components** and TypeScript modernization, refactoring complex types and eliminating "snowflake" implementations to enhance build performance and developer experience.

- **Mentored junior engineers and working students** through dedicated onboarding programs and "Strongblicks" support sessions, formally praised for being "the most helpful person I know."

Frontend Engineer

Key contributor to high-traffic product verticals including Onboarding, SEO, Mobile, and Jobs. Consistently rated "Expectations Clearly Exceeded" (2018, 2019).

Onboarding Team
2017–2020

- **Led the "Reactification" of user profiles** and the team's migration to **TypeScript**, managing the entire frontend stack solo in 2019 and earning a "Performance Expectations Clearly Exceeded" rating.
- **Improved user profile completion rates** by engineering a high-performance responsive widget using React.js and Redux, optimizing the data entry flow for new users.

SEO Team
2015–2017

- **Maximized organic traffic and Google rankings** by re-architecting the Logged-Out User Profile with a focus on "Mobile First" performance and Core Web Vitals.
- **Pioneered the first production usage of CSS Grid** at XING during the relaunch of Public Search, setting the standard for modern layout implementation across the company.

Mobile Web Team
2013–2014

- **Enhanced cross-device consistency** by developing a hybrid iPad application using Backbone.js and migrating the "XING Touch" platform to a flattened, responsive design system.
- **Increased user engagement** by programming an interactive horizontal navigation with complex state-based animations.

Jobs Team
2011–2013

- **Increased job ad visits by 59%** by conceptualizing and developing a novel "Context Pagination" feature, significantly boosting user retention.
- **Launched "XING Projects" (Beta)** by successfully pitching and developing a Freelancer Marketplace prototype during Innovation Week, which evolved into a dedicated revenue-generating product.

Education

Staatlich geprüfter Informatiker (Computer Science Expert)   **bib International College** · Hanover, Germany · 1999–2001
Focus: Multimedia

Awards & Hackathons

- **3x Winner of XING Hackweeks** (2023, 2024, 2025) – Consistently driving innovation in internal tools and AI.
- **2nd Place AI Hackweek** (2023) – Generation of profile images with Stable Diffusion.
- **3x Winner of XING Prototyping Days** (2013, 2015, 2017) – Company-wide innovation awards.
- **SEMY Award** (2015) – German Search Marketing Award for SEO excellence.

Languages

- **German:** Native
- **English:** Fluent (Spoken & Written)
- **Spanish:** Basic (A2/B1)
- **Japanese:** Basic (JLPT N3 level)