

# Lukasz Karolewski

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I'm a technology leader with 15+ years of experience in both B2B and consumer environments. I believe in first principles thinking and leading through setting context. I thrive in fast-paced, goal-driven, growth-oriented environments. I'm entrepreneurial. I've built and sold a company, I've built an entire technology organization in a startup environment and teams from scratch in large organizations. I have experience managing managers, running high traffic (~10k qps) web applications in a public cloud, as well as managing search infrastructure in private data centers, both with 99.99 availability and in multiple regions. Rich experience driving A/B testing, SEO, growth, leading technology migrations without disrupting business, and driving tech excellence. I love learning and grappling with a fresh challenge.

## Specialties

search and recommendations, messaging, web technologies (including spa, pwa, service worker, react, nextjs) · web performance · scaling distributed systems · AWS · A/B testing · engineering management · CICD · automated testing · SEO · accessibility · internationalization · localization

US Permanent Resident / Green Card holder

## Experience

### LinkedIn

*Sr Manager, Engineering*

**Sep 2019 – present**

*Sunnyvale, CA*

- Responsible for end-to-end search experience in Sales Navigator product (including UI, api, search infrastructure, hardware) and messaging. Leading group of 15 engineers.
- Leading a virtual group of 20 UI engineers to modernize UI tech stack, without disrupting the business.
- Built new team to lead recommendations track.
- Drove initiative to reduce on-call workload by 80% to 0.2 person/week.
- Partnered with Data standardization team to improve data quality and freshness, improved search precision for non-english queries.
- Championed introducing Natural Language queries in search.
- Partnering with AI team to modernize AI tech stack, as a result introducing brand new model takes now 2 weeks vs 4 months before.
- Introduced CSAT metric for gathering qualitative feedback in the a/b testing.
- Drove hardware rightsizing initiative which resulted in \$4M annual savings, improved query performance, relevance of results.

### Move Inc. - realtor.com

*Sr Manager, Engineering*

**3 yr· Oct 2016 – Sep 2019**

*Santa Clara, CA*

- Responsible for web tier of the www.realtor.com site. Leading up to 3 managers and 38 engineers organized into 6 teams.
- Proposed, managed and delivered a project that overhauled SRP experience. Project increased company revenue by 9% (~35M).
- Built business case for rewriting realtor.com to React. Delivered project in time, exceeding project goals and meeting the company's annual growth goals. On average improved above the fold render time by 45%, full page load by 40%, decreased bounce rate by 20%, Increased CSAT by 2 points, increased company revenue by 3% (~15M)

- Lead rewrite of business layer API's that drove 13 people/year ongoing savings in development by spending 1 person/year of effort.
- Drove a 95% reduction in the number of 500 errors driving error rate from 0.2% to 0.01% which was attributed to 2 point increase in CSAT and improved SEO metrics.
- Collaborated with QE team to implement fully automated testing, which allowed moving from bi-weekly release to multiple daily releases, decreasing number of defects leaking to production.
- Refined hiring process in a way that increased onsite interview hire rate from 10% to 60%.
- Lead web technologies center of excellence, raising frontend technology expertise across the company.
- Migrated www.realtor.com to https.
- Contributed to embracing data-driven culture by building an experimentation program. Enabled the PM team to run over 30 experiments in the first year and increased company revenue by 21% over the course of two years.
- Drove adoption of CICD reducing release process duration from 2 days to 1 hour.

### **TelmedIQ**

**1 yr 5 mos · Jun 2015 – Oct 2016**

*CTO and Vice President of Engineering*

*Victoria, BC*

- Joined as 3rd employee, built engineering organization and hired 18 engineers and 2 managers into DEV (web, android, ios, api), QE and DevOps roles.
- Built HIPAA compliant, streamlined communication workflow for healthcare providers recognized by KLAS and Gartner as #1 vendor in the space. Solution was deployed across 100 healthcare organizations and 30,000 users, driving +2M revenue.
- Working with CEO on defining product strategy and establishing company culture.
- Negotiated contracts with customers and vendors.
- Responsible for the technical side of RFP's.
- Represented company at trade shows.
- Worked with research firms (KLAS and Gartner).

### **Symantec**

**6 yrs 10 mos · Sep 2008 – Jun 2015**

*Principal Software Engineer*

*Mountain View, CA*

Enterprise Security Group

- As a frontend architect, I was overseeing the migration of 8 Symantec cloud-based products into angular, coaching and mentoring frontend teams of those products.
- Initiated 'Symantec open source' ecosystem to enhance collaboration across teams.
- Introduced git as an officially supported code repository, Worked with C-level executives to build cross-organizational support for the initiative, and VP level executives on implementation.
- Responsible for a complete redesign of a legacy web application into a bleeding edge responsive, single page application. The new version had support for branding, theming and was localized into 14 languages. Achieved 70% code coverage in unit tests for frontend, designed and implemented e2e automation reducing the number of defects by 60%.

Information Security Group

- VIP Intelligent Authentication Services Development Team. Responsible for the design and implementation of multi-tiered enterprise web applications as well as web services. Actively participating in all phases of the software development life cycle including requirement analysis, design, implementation, and testing. Actively involved in the deployment of web application and services to data centers as well as helping resolve technical issues faced by customers while using the product.
- SQL query optimization
- Redesigned build process migrating it from Ant to Gradle reducing build time from 15 min to under 1 min. Created a new deployment model that utilized rpm and enabled fully automatic deployment. Brought down deploy time to 1 hour from 3-day manual process before.

Internationalization team

- Responsible for end to end analysis, design and implementation of 18n features for multiple products in Information Security Group.

- Created a localization process and built tooling to automate localization. Used by 3 products to automate testing and translation into 14 languages.

#### **Simple S.A.**

*Software Engineer*

**1 yr 1 mo · Aug 2007 – Aug 2008**

*Warsaw, Poland*

As a part of a four-member team designed and implemented a prototype of automated supply chain management system that based on inventory thresholds inquired for quotes, based on user-defined criteria picked the best bid, tracked payments and shipments. It was an extension of a well established ERP.

#### **Fast Internet**

*Founder*

**6 yrs · Sep 2004 – Aug 2010**

*Warsaw, Poland*

Started a business providing broadband internet to a local community of about 40 users. Built all of the systems to support operations, most notably: billing, traffic shaping, captive portal for new device registration. Sold business to a larger ISP.

## **Education**

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#### **Warsaw University of Technology**

*Master of Science in Computer Science*

**2008–2010**

*Warsaw, Poland*

#### **Warsaw University of Technology**

*Bachelor of Science in Computer Science*

**2004–2008**

*Warsaw, Poland*

#### **Haas School of Business, University of California Berkeley**

*Certificate, Communication Excellence*

**2021**

*Berkeley, CA*

#### **Haas School of Business, University of California Berkeley**

*Certificate, Product Management*

**2020**

*Berkeley, CA*

#### **Haas School of Business, University of California Berkeley**

*Certificate, Executive Decision Making with Data Science*

**2019**

*Berkeley, CA*

#### **Haas School of Business, University of California Berkeley**

*Certificate, Negotiation and Influence*

**2019**

*Berkeley, CA*

#### **Stanford Continuing Studies, Stanford University**

*Course BUS 53, Leadership and Decision-Making*

**2017**

*Stanford, CA*

#### **Stanford Continuing Studies, Stanford University**

*Course WSP 179 B, The Exceptional Leader: A Framework for Impactful Leadership*

**2017**

*Stanford, CA*

#### **SGH Warsaw School of Economics**

*Certificate, IT Management and IT Governance*

**2010–2011**

*Warsaw, Poland*

#### **Ernst & Young Academy of Business**

*Certificate, Project Management*

**2009**

*Warsaw, Poland*

## **Significant Honors**

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- Awarded CTO's 'Chief Collaborator' award at relator.com
- Awarded 'Top Talent' award at Symantec
- Awarded with three subsequent scholarships for academic performance at Warsaw University of Technology