



MACIEJ SZWALGIN

Product Owner - Agile Geek - Architect - Engineer

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ACHIEVEMENTS

- Developed and implemented the Software Development Life Cycle (SDLC) for the entire company.
- AI Automation of Company Processes
- Successfully hired 32+ people for my team and peer teams within 1.5 years, managing a team budget exceeding 2M+ Euro.
- Expert in handling large datasets, including experience with a 147TB Oracle database, encompassing data modeling and data loading.
- Significantly improved PL/SQL performance, reducing execution time from 20 hours to 2 hours across four countries (Poland, Estonia, Latvia, Lithuania).
- Successfully delivered a project as a single contributor within 8 months, covering Poland, Estonia, Latvia, and Lithuania, demonstrating adaptability and versatility.
- Initiated and implemented JIRA and Confluence for Knowledge Management across Poland, Estonia, Latvia, and Lithuania, including introducing the content manager role.
- Designed solutions for efficiently copying large volumes of data between databases.
- Proven ability to resolve production issues as part of a commandos

SUMMARY

Experienced Team Leader, Software Engineer, and Product Owner with 19 years of expertise in software analysis, design, and development, with a strong focus on data-centric systems. I have a DevOps and Agile mindset, matched with a deep appreciation for openness, trust, and collaboration - values that reflect not only in how I lead but also in how I work within teams.

Currently serving as both Product Owner and Data Architect, I specialize in designing and evolving scalable data platforms that empower analysts, Machine Learning teams, and developers to access reliable, well-structured data. My technical background allows me to bridge the gap between business and engineering, ensuring that stakeholder needs translate into practical, high-impact solutions.

With hands-on experience in Agile environments (Scrum, Kanban), I manage product roadmaps, prioritize backlogs, and guide teams toward delivering measurable value. I'm passionate about data quality, governance, and modern cloud-based architectures. I'm also a firm believer in continuous improvement and knowledge sharing.

At the heart of my leadership philosophy are two guiding principles:

- You can move mountains with good people – people are the most important.*
- Good leaders help people to grow – they should become better than the leader.*

WORK EXPERIENCE

2022-02 - 2025-04 - **Silent Eight Pte. Ltd. - Remote**

DATA ARCHITECT - PRODUCT OWNER - DEVELOPMENT TECH LEAD

- Product Owner of Risk Data Management in AML Platform - Build Product Vision, roadmap, and product delivery and execution.
- Developed and implemented the Software Development Life Cycle (SDLC) for the entire company, covering the full spectrum from planning, requirements gathering, development, and release of applications to client-side implementation and ongoing maintenance and support.
- Helped company to get SOC2 Certification
- Acted as an Agile Coach in the company's transformation, leading the implementation of agile development practices.
- Conducted Product Owner training sessions for fellow Product Owners across the company, enhancing cross-team alignment and promoting best practices in agile product management.
- Built and managed a management reporting system, including Superset implementation (open source BI) and ETLing of management data (on Kubernetes).
- Automation of company processes using AI (ChatGPT, Anthropic, Gemini) and
- Develop AI Agents (Dify)
- Implemented and oversaw the use of timesheets for employee time tracking (in Jira) and reporting in Superset and ChatGPT prompt reporting.
- Served as the JIRA and Confluence Administrator, managing configurations and providing expert guidance and solutions.
- Implemented a knowledge management database and managed company documentation (including company Intranet).
- Member of the Architecture Board, responsible for the Non-Functional Requirements (NFR) process (database and python)
- Worked as a Python developer to automate manual tasks, enhancing efficiency and productivity.
- Developed common components as React developer (Tailwind, ShadcnUI, and TypeScript)
- Expert in PostgreSQL databases, providing robust solutions and optimizations.

2020-02 - 2022-01 - **Nordea Bank Apb SA. - Poland**

TEAM LEAD - HEAD OF DATABASE AND REPORTING POLAND

- Leader of 21 people: ETL Developers (PL/SQL, DataStage, Alteryx, Spark, etc.), Python Developers (Pandas, NumPy), BI Developers (PowerBI, QlikView/QlikSense, OBIEE).
- Back-office Reporting Designer, Tech Lead and development application provider of 3 applications (including cooperation with external companies - Clearing Houses - LCH/EUREX/NASDAQ, etc.).

team at Nordea.

- Agile evangelist and standards creator, promoting and implementing Agile methodologies.

EDUCATION

Master of Physics and Mathematics - University of Gdańsk
Gdańsk, Poland - 2006
Thesis: "*Analysis of the Star Rotation Speed in the Pleiades*"

In 2002, I started the second specialisation, Computer Physics, and began working in Nordea from 2006.08

Post Studies: Team Management - University of Gdańsk
Gdańsk, Poland - 2012
Thesis: "*Knowledge Management in Big Organisations*"

SKILLS

- Core Competencies**
- Excellent communication skills to build solid and self-organized teams
 - Servant leadership and Agile mindset
 - Strong focus on implementation and goal achievement
 - Ability to work under time pressure and manage multiple tasks
 - Focus on delivery and business goals
 - Passion, creativity, and eagerness to learn (currently exploring AI/LLM)
 - Knowledge sharing (Trainer and solution designer)

- Expertise**
- Oracle DB
 - PostgreSQL
 - SQL
 - PL/SQL
 - Data Warehousing (DWH)
 - ETL Development
 - Python
 - GIT
 - Shell Scripts
 - React
 - JavaScript
 - TypeScript

- Tools & Technologies**
- Docker
 - AWS (EKS)
 - Kubernetes
 - Helm
 - Lens
 - ArgoCD
 - TensorFlow
 - Ollama

- Development Principles & Methodologies**
- Jira
 - Confluence
 - SOLID
 - KISS
 - DRY
 - CI/CD
 - ATDD - TDD - BDD
 - Project Management
 - Agile Development (Agile Geek)
 - Risk Management
 - Product Management
 - Software Development Process

- Build short- and long-term plans and road maps for each application (including budget - 2mln EUR - responsibility).
- Initiator of Tech Portal (Developer Power BI and Python) - Small leaders initiative to build knowledge about people skills and responsibilities in the company - My little idea is new in the scale of the organization.

2018-03 - 2020-01 - *Nordea Bank Apb SA* - *Poland*
TEAM LEAD - HEAD OF WBO REPORTING TECHNOLOGY

- Leader of 15 people (IT Developers, IT Test Analysts, IT Test Manager, IT Analysts, Scrum Masters).
- Application provider of 6 applications (development/maintenance responsibility and ownership).
- Create short and long-term strategies for each application (including building a new architecture for reporting applications).
- Help to build new teams in Poland for Nordic colleagues.
- Agile / Scrum implementation in the teams (initiator of Scrum Master Community in Capital Markets).
- Agile Coach to help the business to understand the Product Owner role (Prioritization of backlog in 3 scrum teams).
- Nordea Trainer (SQL for beginners, Time Management in 1h, Confluence and JIRA from Beginner to Guru).

2017-10 - 2018-03 - *Nordea Bank Apb SA (Capital Markets)* - *Poland*
TEAM LEAD - HEAD OF DATABASE AND REPORTING POLAND

- Leader and Scrum Master of 8 people (IT Developers, IT Test Analysts, and IT Analysts).
- Interviews of new people into the Nordea Polish Office (help Nordic colleagues to hire people in Poland).
- Application provider / full responsibility for the 4 applications (mandatory / back-office applications).

2016-08 - 2017-10 - *Nordea Bank Apb SA (Capital Markets)* - *Poland*
IT SENIOR DEVELOPER (ETL Developer)

- Designer and developer of regulatory reporting for Nordea Capital Markets (PL/SQL + IBM DataStage + Java + Data Modelling) + Start working with Capital Markets products (Swaps, Options, Forex, etc.).
- Create a Java component to mask data on Dev/Test Environment (Java component for IBM Datastage).
- Scrum master in projects.
- Mandatory / Regulatory reporting (ESMA, FSA, EBC, etc.) for Denmark, Sweden, Finland, and Norway: Customers Tax Reporting / Back-office Reporting / MiFID II – Regulatory Reporting / EMIR Level 3 – ESMA Regulatory Reporting / ECB Regulatory Reporting.

2014-01 - 2016-07 - *Nordea IT Poland Sp z.o.o* - *Poland*
IT EXPERT DEVELOPER (ETL / TEST AUTOMATION DEVELOPER)

- Author of many standards connected to Oracle database and data warehouse (including CI/CD).
- Maintain, refactoring, optimization, performance tuning the Oracle Database (PL/SQL codes).
- Created a Jira migration tool (JAVA / REST) between two instances of JIRA (at that time, it was not available on the market).
- Problem Management (solving problems connected to the Oracle database).
- Scrum Master in projects.
- Create T24 data extracts to deliver data to General Ledger + Test Automation Developer(HP ALM, HP UFT, C#).

2011-04 - 2014-01 - *Nordea Bank Polska SA* - *Poland*
IT SENIOR DEVELOPER (ETL DEVELOPER)

- Be part of the best of the best developers' team to solve hard production and performance problems (Problem Management) - First Agile / Scrum team in Nordea Bank Poland - Maintain, refactoring, optimization, performance tuning the Oracle Data Base flows (PL/SQL codes) in Nordea Baltic Countries.
- Analyst, designer, and developer of data warehouse solutions in Nordea Poland, Estonia, Latvia, and Lithuania.
- Create Data Warehouse structures, ETL's and reporting data marts (including reports for ECB = European Central Bank).
- Coordinate external consultants' work/tasks – be responsible for what they are delivering (approve their work).
- Responsible for migrating many repositories from SVN to GIT (create standards connected with GIT).
- Confluence / JIRA / Fisheye / Crucible Administrator and main Content Manager.

2006-08 - 2011-03 - *Nordea Bank Polska SA* - *Poland*
IT SYSTEM ANALYST (ETL DEVELOPER)

- Analyst and developer of Oracle data warehouse solutions (including ETLs and DB).
- Author of many standards connected to Oracle database (based on Steven Feuerstein), which was used by Nordea Bank Poland and later on by Nordea Group.
- Responsible for accounts statements for the whole bank and created Core Banking reporting (Globus -T24).
- Extract data from the Core Banking System to load into Oracle Data Warehouse (CDW).

PROJECTS

Risk Data Management (RDM) in AML Platform (2024 – 2025)

Build product vision, roadmapping, gather requirements from stakeholders, planning, and deliver user stories with a development team. Skills: Confluence Jira Agile Product Owner Python React

TRAINER

- o Time Management in 1h
- o SQL for beginners
- o Confluence and JIRA from Beginner to Guru
- o Product Owner Role and Responsibilities

HOBBIES

AI

LLM enthusiast

Gaming

Computer, board and RPG (Call of Cthulhu) games and card (Magic the Gathering)

Travel, Movies, Astrophysics, and Psychology

SOC2 Certification (2024)

Implemented changes in the SDLC process to align with SOC2 requirements. Collaborated with auditors, prepared and maintained SOC2 compliance documentation, and supported audit-related meetings and reviews. Skills: Confluence Jira Agile Agile Coach

AML Platform (2024 – 2025)

Implement of SDLC and rel. Implement many automation tools in Python to help in platform delivery and deployment. Skills: Confluence Jira Agile Python Agile Coach

Management Reporting – Silent Eight (2022 – 2024)

Built a reporting platform leveraging BI tools and AWS, providing key business insights to stakeholders. Skills: AWS Superset Python (Spark, Pandas, Polars, etc.) Docker Product Owner

Create, implement, and monitor the SDLC Process (Agile Transformation) (2023 – 2024)

Designed and led company-wide Agile transformation, including the implementation of a full SDLC process. Preparation for SOC2 Certification. Skills: Confluence Jira Agile Agile Coach

Knowledge Base (Data Management and Data Governance) (2023 – 2024)

Developed and managed a knowledge base supporting Data Management and Governance processes. Skills: Confluence Jira Python Product Owner

CCPHUB - Clearing House Hub Project (2019 – 2022)

Led design and implementation of a centralized hub for handling data exchange with clearing houses (LCH, EUREX, NASDAQ). Skills: Oracle IBM Datastage PowerBI Product Owner

Mandatory Reporting for ECB, ESMA, etc. (2016 – 2019)

Delivered regulatory reporting solutions, including MiFID II, EMIR Level 3, and ECB reporting for Nordic countries. Skills: Oracle IBM Datastage PL/SQL

Core Banking Platform (T24 Implementation) (2015 – 2016)

Designed and implemented T24 data extractions and integrations for core banking system transformation. Skills: PL/SQL Oracle T24 Temenos

Data migration to PKO Polska after Nordea BP sale (2014 – 2015)

Led critical data migration efforts, ensuring seamless transfer of systems and data to PKO BP after organizational acquisition. Skills: Oracle PL/SQL

Improve Jira and Confluence in Nordea Baltic (Content Manager Role) (2013 – 2014)

Introduced content management standards across Confluence and Jira environments, improving collaboration and documentation. Skills: Confluence Jira

Common Data Warehouse Optimization Project – Part 2 (2013 – 2014)

Optimized PL/SQL workflows, reducing execution time from 8h to 2h across multiple countries. Skills: Oracle PL/SQL T24 Temenos Scrum Master

Common Data Warehouse Optimization Project – Part 1 (2011 – 2012)

Refactored and tuned legacy PL/SQL code, reducing execution time from 20h to 8h. Skills: Oracle PL/SQL T24 Temenos Scrum Master

Copy data from Baltic Card systems to Data Warehouse (2011 – 2012)

Designed and implemented Oracle-to-Oracle replication for Baltic Card data systems (Estonia, Latvia, Lithuania). Skills: Oracle PL/SQL Scrum Master

KLDB – Knowledge Database Implementation (2011 – 2012)

Initiated and implemented a knowledge database system using Confluence and JIRA; awarded by Nordea. Skills: Confluence Jira

Liquidity Database (2011 – 2012)

Project Manager and Developer of a liquidity tracking solution widely adopted as a best-practice reference. Skills: PL/SQL Oracle T24 Temenos

Management Information System (2010 – 2011)

Delivered MIS solution, providing business users with analytics and KPI dashboards. Skills: PL/SQL Oracle Internal Reporting Tools

Payments Statements Directive Implementation (2010 – 2011)

Implemented and supported changes to align with PSD requirements, including backend reporting and processing. Skills: PL/SQL Oracle T24 Temenos

Data Warehouse Implementation (2008 – 2010)

Built data warehouse structures and ETLs for Nordea Bank Polska’s centralized reporting and analytics. Skills: PL/SQL Oracle T24 Temenos

TRAININGS / CERTIFICATES

CERTIFICATES:

- People Leader Experienced (Leadership Pipeline Institute - 2021)
- Java SE 8 Programmer (1Z0-808) (Oracle - 2020)
- SAFe 4.6 Leading SAFe (Certified SAFe 4.6 Agilist - 2020)
- Oracle Database 11g: Administration I (OCA DBA) (Oracle - 2016)
- TOGAF Foundation 9 (Advanced Solutions Institute Poland - 2016)
- Oracle Advanced PL/SQL Developer Certified Professional (OCP) (Oracle - 2015)
- Oracle PL/SQL Developer Certified Associate (OCA) (Oracle - 2014)
- ITIL Foundation Certificate (Infovide-Matrix - 2014)
- Professional Scrum Master (PSM I) (Scrum.org - 2014)
- Oracle Database SQL Certified Expert (Oracle - 2013)
- Certified Business Analyst – ESI International (The George Washington University - 2010)
- Professional Certificate In Business Analysis (The George Washington University - 2010)
- Associate's Certificate In Business Analysis (The George Washington University - 2010)

TECHNICAL TRAINING:

- Java Spring Framework (Infoshare Academy - 2017)
- Oracle Database 12c: new features (PLOUG - 2015)
- ADM – Data Analysis and Data Mining (Integral technologies - 2015)
- Java EE7 (Advanced Solutions Institute Poland - 2015)
- Oracle Database 11g: DBA Performance tuning (Oracle - 2014)
- Oracle BI Publisher 11g R1: Fundamentals (Oracle - 2013)
- Oracle Database 11g: Data Warehousing Fundamentals Ed1 (Oracle - 2013)
- Oracle BI Discoverer Administrator 11g: Develop a EUL (Oracle - 2013)
- Programming in Java, SCJP exam preparation (JavaTech - 2012)
- Advanced data analysis in the Oracle 11g database with query tuning (Database Consulting - 2011)
- The use of the language ArchiMate ® to create architectural models (Promity - 2011)
- Oracle Content Server 11g: Administration (Oracle - 2011)
- Oracle AS Portal 10g: Build Corporate Portals (Oracle - 2010)
- Oracle Database 11g: OLAP Essentials (Oracle - 2010)
- Oracle PL / SQL 10g: Advanced Programming Database Server and SQL tuning (ALTKOM - 2008)
- Web-based application development in JSF and EJB 3.0 technologies (Java Tech - 2007)

OTHER TRAINING:

- Google Machine Learning Crash Course (Google - 2022)
- Leading a Winning Team. LEVEL 1 - THE FOUNDATIONS OF A YOUNG LEADER (Leaders Island - 2022)
- Modeling Data Warehouse with Data Vault 2.0 (Udemy - 2022)
- Meetings Facilitation (ALTKOM - 2019)
- Risk Management in projects (ODTIK - 2019)
- Communication in projects (ODTIK - 2018)
- Change management in organizations (ODTIK - 2017)
- Leadership Training (Performex Human Resources - 2017)
- Kanban in One Day (BNS IT - 2014)
- Time management and assessment for developers (2014)
- Business Case Management (Nordea - 2013)
- Complexity Estimating Software Training (Aion - 2012)
- Time management and stress management (GFKM - 2010)
- Assertiveness and communication – interpersonal skills (Asesoria - 2010)
- Business Intelligence in financial institutions and insurance (Multitrain - 2011)
- Testing Techniques for Tracing and Validating (BABOK Training) (The George Washington University - 2010)
- Use Case Modelling (BABOK Training) (The George Washington University - 2010)
- Process Modelling Management (BABOK Training) (The George Washington University - 2010)
- How to Gather and Document User Requirements (BABOK Training) (The George Washington University - 2010)
- Business Analysis (BABOK Training) (The George Washington University - 2010)
- The Nordea approach to software testing and Testing Strategy (Nordea - 2009)
- Requirement Management Training (Nordea - 2008)
- Human Resource Management: Communication and Etiquette (Forum Rozwoju Managerów - 2007)
- Driver's licence (B)