

— MARCOS A. PENNA —



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I LOVE TO USE MY SKILLS TO HELP OTHERS BRING THEIR IDEAS INTO REALITY

— TEAMWORK —

- Always trust the team.
Work hard so you can be trusted.
- Praise the team, not yourself.
Blame yourself, not the team.
- Common sense,
over personal ego.
- Facilitate options,
don't dictate rules.
- Improve a team from the inside,
not by disrupting it from the
outside.

— COMMUNICATION —

- Assertively show what you think,
never impose
and always show solutions.
- Be careful with what you say,
and make sure you understand
what you are going to say before
saying it.
- Do not rush into judging.
Wait, and perceive.
Avoid narrow-mindedness.

— ATTITUDE & VISION —

- Be proactive with uncertainty,
don't let it spread.
- Be aggressive with your
challenges and problems,
don't react to them.
- What you left out has often a
stronger effect than what
you put in.
- To understand is more important
than to control.

— RECOMMENDATIONS —

"Marcos truly is an outstanding programmer, not afraid to dive into a programming language that is new to him and quickly create structured, reliable code."

— Cees de Gruijter, VP of Software Development, CoffeeCup Software

"Marcos is a great and passionate developer with an eye for the little details that make the difference."

— Guillermo Sanchez, Co-founder and CEO, Publitas.com

— EXPERIENCE —

TWAVE — October 2014 - Today

Remote Position

Software Developer

- * Machine Analysis Application (frontend): Frontend-only app, with REST-based backend.
- * Functional Programming.
- * Javascript (Vanilla, jQuery, D3). Sass.
- * Lean UX (quick prototypes & short cycles)

PULSE INGENIERÍA — July 2013 - September 2014

Remote Position

Software Developer

- * Back-end & Front-end (Python, Javascript, Scala).
- * Functional Programming.
- * Javascript (Vanilla, jQuery, D3). Sass.
- * Lean UX (quick prototypes & short cycles)

COFFEECUP SOFTWARE INC. — November 2009 - April 2012

1 year as Remote Position

Software Developer & Project Coordinator

- * Web Image Studio App
2D drawing engine and Image Processing (ActionScript)
Application message API (Javascript)
- * Project Coordinator.

FREELANCE — January 2004 - July 2009

July 2012 - June 2013

Software Developer

- * Website+CMS for local businesses (Ruby, Javascript)
- * Consulting.
- * Back-end & Front-end (Ruby, Javascript).
- * Illustration.
- * Consulting.

— ACADEMIC EDUCATION —

UNED — **STARTED 2014**

Bachelor's Degree in Mathematics

Distance Learning (self guided, no teacher). Slow pace (2-4 subjects a year).

PROFESSIONAL FORMATION SCHOOL — **1999 – 2001**

Information Technology Professional.

Undergraduate level study, alternative to college. Focused in getting your students ready for a real-life job rather than intensive academic studies.

