

Marcin Koziej

FULL-STACK ENGINEER · STARTUP FOUNDER · PROBLEM SOLVER

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About

Seasoned engineering leader with 15 years of full-stack development and infrastructure expertise, specializing in building scalable products that create meaningful impact. I've founded startups, led distributed teams across multiple continents, and architected systems serving hundreds of thousands of users for mission-driven organizations.

My passion lies in backend systems and infrastructure architecture - designing robust APIs, data pipelines, and scalable server architectures that can handle real-world complexity. While I'm capable across the full stack including React frontends, my expertise and enthusiasm center on backend technologies like Elixir/Phoenix, Python microservices, and database optimization.

I thrive in remote, collaborative environments and have successfully mentored diverse teams while maintaining hands-on technical contribution. My experience spans the complete product lifecycle from initial concept through scaling to widespread adoption. I excel at transforming ambiguous requirements into concrete, executable technical solutions. I leverage AI tools to enhance development productivity and code quality.

Looking to bring my backend expertise, leadership experience, and global perspective to help innovative teams build robust systems that scale their impact.

Skills

Management	Project management, Software procurement, Vendor assessment, Mentoring, Hiring.
Programming	Elixir, Python, Ruby, SQL, TypeScript, JavaScript, Go, Web technologies
AI	Claude Code, Copilot, MCP, OpenAI API, LLAMA
Craft	Git, Networking, CI/CD pipelines, Automation, Debuggers, IDEs & Editors, Security, Privacy
Web Frameworks, Databases & Tools	Phoenix, Ruby on Rails, Django, PostgreSQL, MariaDB, RabbitMQ, Redis
DevOps & SysOps	Linux, FreeBSD, Docker, AWS, Ansible, Kubernetes (basic)
Languages	English (fluent), German (elementary), Russian (elementary)

Experience

WeMove Europe

SENIOR DEVELOPER

Distributed Team

January 2024 - PRESENT

- Designed and implemented scalable analytics infrastructure with automated ETL pipelines for multi-source data integration and interactive BI dashboards using SQL, Python, Metabase, and MariaDB to drive data-driven decision making.
- Led technical migration from self-hosted GitLab to GitHub while establishing robust CI/CD workflows and standardized development practices; implemented automated deployment pipelines across dev, staging, and production environments to improve development velocity.
- Developed and maintained Python microservices supporting core product functionality and business operations.
- Managed infrastructure operations for 10+ production servers, implementing automated provisioning, security hardening, and backup strategies using Linux and Ansible; maintained high availability for both customer-facing products and internal systems.

Client: Breganor

FREELANCE SOFTWARE ENGINEER

Norway

March 2023 – December 2023

- Inherited and modernized legacy Elixir/Phoenix application for workforce management, implementing new features for order processing, worker assignment, and reporting workflows; upgraded incomplete codebase and enhanced system reliability for small business operations in Norway.
- Refactored early-Phoenix controller/LEEX based UI into LiveView.

Fix The Status Quo

Distributed team

FOUNDER & CTO

May 2020 – Dec 2022

- Founded and led technical development of SaaS platform for digital campaign management, architecting scalable supporter action processing system with advanced privacy controls, high reliability, and extensible architecture using Elixir, Phoenix, GraphQL, PostgreSQL, and RabbitMQ.
- Developed integration ecosystem with multiple data synchronization services to connect customer CRMs via REST APIs, leveraging Node.js, Python, AWS SQS, and Lambda for reliable data delivery at scale.
- Built responsive customer dashboard as single-page application using TypeScript, React, MaterialUI, and GraphQL
- Owned end-to-end infrastructure operations including server provisioning, containerization, configuration management, and monitoring using Linux, Docker, Ansible, and Sentry to ensure system reliability.
- Managed all business operations from product strategy to customer relationships, gaining comprehensive understanding of startup challenges and market dynamics. Directed agile planning, feature release and client onboarding processes to ensure timely and high-quality feature deployment.
- Recruited, onboarded, and managed a team of 3 individuals in an early-stage startup environment. Our close collaboration was initially built on trust and continuous feedback, progressively evolving to include more structured managerial practices such as regular 1:1s and performance discussions.
- Business discontinued – we did not find sustainable enough Product-Market fit.

Various NGOs

Remote

SOFTWARE ENGINEERING CONTRACTOR

July 2019 - May 2020

- Provided technical consulting to progressive organizations across multiple continents, delivering solutions for complex migrations, infrastructure optimization, and strategic technology decision-making while navigating diverse organizational cultures and requirements
- Led distributed development team for collaborative online campaigning platform used by 7 international NGOs, coordinating remote Ruby on Rails development across different time zones and ensuring alignment with varied stakeholder needs
- Built strong working relationships with diverse, global team members spanning Central/Eastern Europe, India, and South Africa, successfully mentoring junior developers and tech-passionate activists while adapting communication styles to different technical skill levels and cultural backgrounds

Akcja Demokracja (Foundation)

Warsaw, Poland

FOUNDER & CTO

July 2014 - July 2019

- Co-founded and served as Technology Director for Akcja Demokracja, architecting comprehensive online campaigning platform that mobilized 300,000+ Polish citizens for human rights, environmental, and social justice initiatives using Ruby on Rails, Python, and Metabase analytics to drive strategic decision-making
- Part of big international network of 12 organisations spanning from USA and Canada to India and New Zealand. Responsible for tech collaboration with diverse tech teams and decision makers.
- Designed and implemented individual donor management system that generated 85% of organizational funding (500k EUR annually), demonstrating ability to build mission-critical systems that directly impact organizational sustainability and growth
- Recruited, onboarded, and managed a small engineering team, conducted 1:1s, biannual reviews, providing technical mentorship to junior developers
- Oversaw complete server infrastructure operations, establishing development practices and deployment workflows for high-impact civic technology

Fundacja Nowoczesna Polska / Modern Poland Foundation

Warsaw, Poland

SOFTWARE ENGINEER

Nov 2011 - Feb 2014

- I was developing Libre Readings (<https://wolnelektury.pl/>) - first polish public domain e-book library (Python, Django)

Freelance

Warsaw, Poland

SOFTWARE ENGINEER

July 2009 - July 2011

- I was designing and developing web applications for Polish and Danish companies (Clojure, Java, Spring Framework, Python, Redis)

Education

Warsaw University of Technology

Warsaw, Poland

MASTER OF ENGINEERING - MENG, COMPUTER AND INFORMATION SCIENCES

Oct 2002 - June 2008

- Master Thesis on Machine Learning – *Knowledge representation and reasoning applied to computer intrusion detection*

University of Warsaw

Warsaw, Poland

MASTER OF PHILOSOPHY

Oct 2006 - June 2011

- Main areas of interest: logics, analytical philosophy and social philosophy.