



# Michal Talaga

## Software Development Manager

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## ABOUT

I'm a results oriented, effective and often unorthodox software developer and leader. I take ownership, I lead and I deliver. I have a proven track record of completing projects and delivering working software from start to finish as a team member, a leader and a stakeholder.

## EXPERIENCE

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### **Software Development Manager**, Reed Online

September 2019 — Present  a year

Working with partners and internal teams. Setting up and improving processes

- Lead recruiter platform and shared services teams
  - Ramped up and managed multiple partner teams
  - Reorganized development processes and workflows
  - Worked directly with recruiters and talent acquisition team and improved recruitment pipeline
  - Conducted 100+ telephone & face to face interviews and hired a number of developers
  - Liaised between internal teams
  - Actively involved in architectural discussions
  - Conducted leads and team meetings
  - Recognized for Resourceful Problem Solving
  - Recognized for the Best Idea in a Reed Group-wide challenge
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## **Technical co-founder**, Spread Software

August 2020 — Present ⌚ 3 months

Technical co-founder responsible for all things technical (TypeScript, JavaScript, Node.js, Firebase, GCP, Serverless, React)

- Built an MVP
  - Recruited and worked with freelance developers
  - Evaluated and decided on technology choices
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## **Principal Engineer**, Reed Online

July 2019 — September 2019 ⌚ 3 months

Developing reed.co.uk website (C#, ASP.NET, .NET, .NET Core, Microservices, TDD)

- Lead a team of 3 developers
  - Actively involved in recruitment. Hired 2 team members for my team and number of developers for other teams
  - Extracted SEO service from a monolithic application
  - Fixed nightly builds and flaky tests. Fixed casing issues in git
  - Actively involved in architectural discussions
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## **Lead .NET Developer**, Mountain Warehouse

June 2018 — June 2019 ⌚ a year

Lead a team of 5 developers and a tester (C#, .NET, .NET Core, SQL Server, RabbitMQ, Microservices, Event Driven, CQRS, Event Sourcing, TDD, Docker)

- Maintained a low incidents ratio SLA
  - Maintained a CI/CD pipeline with on demand deployment to production
  - Operated a fully devops environment with developers owning their work end to end
  - Conducted regular 1:1 and team building activities. Mentored and coached team members
  - Conducted phone and face to face interviews. Hired 6 developers
  - Extracted parts of the monolith to services
  - Implemented 3 new warehouse integrations. Unified codebase and workflows for 2 existing warehouses. Worked directly with warehouses' developers
  - Implemented returns from stores process for bulk stock transfers back to a warehouse
  - Rebuilt returns/exchanges data flow
  - Improved performance around orders processing to support Black Friday peak sales
  - Worked with a third party vendor to Create a Web Returns in Store portal and supporting data flows
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## **#1 Developer**, GoHosting

January 2014 — June 2018 🕒 4 years

Development of all of the company's systems and applications (C#, ASP.NET, .NET, AngularJS, SignalR, TypeScript, JavaScript, SQL Server, IoT, Raspberry PI, Python, Access Control, CQRS)

- Created a camping field management: online booking & payments, resource & inventory management, accounting, payments, data migrations
  - Created a point of Sale system integrated with web printers
  - Built an access control system based on RFID and Raspberry PI
  - Created a home monitoring system & self service control panel with Raspberry PI
  - Supervised and mentored on site and nearshore developers
  - Migrated from a single tenant to a multi-tenant application model
  - Maintained a character traits and qualities assessment website
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### **Trainer, Sitecore**

August 2012 — December 2013 🕒 a year

Conducted training & certification sessions for new Sitecore Certified Developers (C#, ASP.NET, .NET, Sitecore). Assisted in sales process

- Delivered training sessions across the globe
  - Supported numerous successful technical sales presentations
  - Prepared proof of concepts demonstrations
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### **Consultant, Roche**

September 2011 — August 2012 🕒 a year

Developed a data migration solution as part of the top 10 priority projects globally (C#)

- Acted as a team lead of 3 developers
  - Built a tool to migrate data between 3rd party vendors in a validate environment
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### **Freelance Business Owner, Objectware.pl**

September 2008 — December 2010 🕒 2 years

Outsourced software development (C#, .NET, ASP.NET, Active Directory, SQL Server, ELK, PHP)

- Hired and outsources 3 software developers as a nearshore solution to Scannet
  - Joined a startup and built a self service hosted office solution with Windows Remote Apps
  - Multiple small projects & assignments
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### **Software Developer, Scannet.dk**

September 2006 — December 2008 🕒 2 years

Created company's web control panel for products. Built a resource monitoring and billing solution. (C#, ASP.NET WebForms, .NET, SQL Server, MS Exchange, HMC)

- Created a self service web control panel for Hosted Exchange and other products
  - Programmatically migrated organizations and users from Exchange 2003 to Exchange 2007
  - Created a resource monitoring and billing tool and earned the company 500k DKK/year in missing invoices
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### **Software Developer**, Sputnik Software

April 2005 — August 2006 🕒 a year

Development of WinForms & WebForms applications (C#, .NET, ASP.NET, SQL Server)

- Built a drag and drop any application in place auto update component
  - Developed a digital signature solution using a X509 certificates and a hardware security module (HSM)
  - Created an ORM library
  - Ported a WinForms application to ASP.NET WebForms
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### **Software Engineer**, Dantek

April 2004 — March 2006 🕒 2 years

Maintenance and development of VB6 applications (VB6, SQL Server, VB.NET, .NET)

- Developed a VB.NET frontend over VB6 COM components
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### **System Administrator**, BCC

January 2000 — March 2004 🕒 4 years

Responsible for all systems operations. Hardware & software maintenance and purchases

- Built a VB6 application for Amica Wronki service centers
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## **VOLUNTEERING**

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### **Toastmasters International** , Immediate Past District Director

July 2017 — June 2018 🕒 a year

Advisory role to the incoming team

- Presided over newly formed District Conference
  - District Parliamentarian
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### **Toastmasters International** , District Director

July 2016 — June 2017 ⌚ a year

Responsible for all of District's operations from creating the District Success Plan and budgeting to daily operations

- Lead a team of 6 district leaders and 12 Division Directors
  - Presided over district executive and district council meetings
  - Prepared the District for a new Educational Program
  - Navigated through number of major obstacles such as dues increase & black PR from competing organizations
  - Realigned the District into 3 new districts
  - 2 x District Conferences - 300+ attendees (Warsaw, Berlin)
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### **Toastmasters International** , Program Quality Director

July 2015 — June 2016 ⌚ a year

Responsible for program quality in continental Europe. Organization of District Conferences

- Part of the District Leadership team. Worked directly with 10 Division Directors
  - Organized trainings for incoming leaders
  - Excellence in Program Quality
  - President's Distinguished District - highest recognition
  - 2 x District Conferences - 300+ attendees (Prague, Timisoara)
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### **Toastmasters International** , Lieutenant Governor Marketing

July 2014 — June 2015 ⌚ a year

Responsible for building new clubs and membership base in continental Europe

- Part of the District Leadership team worked directly with 10 Division Governors
  - #1 in the world in club growth
  - Excellence in Marketing recognition
  - President's Distinguished District - highest recognition
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### **Toastmasters International** , Division Governor

July 2013 — June 2014 ⌚ a year

Responsible for all clubs in Poland: building new clubs, ensuring quality, organizing conferences

- Lead a team of 7 area governors
- President's Distinguished Division - highest recognition
- Hosted the first polish humorous speech championship
- 2 x Toastmasters Leadership Institutes - 300+ attendees
- 30% growth in club base
- Chaired the Division Reformation Committee

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## **Toastmasters International** , Vice President Public Relations

July 2012 — June 2013 ⌚ a year

Responsible for all PR activities

- Club members featured in local TV and radio stations
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## **Toastmasters International** , Club President

July 2011 — June 2012 ⌚ a year

Presided over a club of 30-50 members. Represented the club on District Council Meetings

- Presided over club weekly meetings, club's board meetings and lead a team of 6 club officers
  - Missed no meetings in over a year of membership
  - President's Distinguished Club - highest recognition
  - Organizers team of a District Conference - 300+ attendees
  - Trained small business owners, students and scouts on public speaking
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## EDUCATION

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### **Information Technology**, MSc

1999 — 2005 ⌚ 6 years

Poznan University of Technology

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### **Public Speaking & Leadership**

2011 — 2018 ⌚ 7 years

Toastmasters International

**Leadership** **Public Speaking** **Coaching** **Mentoring** **Team Building**

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## SKILLS

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### **Leadership — Current**

**Coaching** **Mentoring** **Team Building** **Public Speaking** **Presentations**  
**Goal Setting** **Processes**

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## Backend Development — *Current*

C# .NET .NET Core Microservices SOA Event Driven Architecture Messaging  
RabbitMQ CQRS Event Sourcing DDD Docker DevOps

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## IoT — *Legacy*

Raspberry PI Raspbian Linux Mono .NET .NET Core C# SignalR Python

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## Web Development — *Legacy*

HTML CSS Javascript Typescript jQuery AngularJS Bootstrap Knockout  
ASP.NET WebForms ASP.NET MVC .NET C# VB.NET PHP SignalR MySQL  
PostgreSQL Wordpress

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## Desktop Development — *Legacy*

VB6 C++ WindowsForms .NET WPF



## AWARDS

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### Best Idea, Reed Online

Awarded on: Jul 03, 2020

Recognized for the Best Idea in a Reed Group-wide challenge

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### Resourceful Problem Solving, Reed Online

Awarded on: Jun 10, 2020

Recognized for resourceful problem solving

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### Advanced Communicator Gold, Toastmasters International

Awarded on: Jun 24, 2020

Advanced level certification in communication

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### Distinguished Toastmaster, Toastmasters International

Awarded on: Jun 16, 2020

Highest level of educational achievement in Toastmasters

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**Advanced Communicator Silver**, Toastmasters International

Awarded on: Jun 13, 2020

Advanced level certification in communication

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**Advanced Communicator Bronze**, Toastmasters International

Awarded on: Jun 13, 2020

Advanced level certification in communication

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**Advanced Leader Silver**, Toastmasters International

Awarded on: Jun 13, 2020

Advanced level certification in leadership

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**Leadership Excellence**, Toastmasters International

Awarded on: May 28, 2020

Advanced level certification in leadership

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**Advanced Communicator Gold**, Toastmasters International

Awarded on: May 14, 2020

Advanced level certification in communication

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**Excellence in Program Quality**, Toastmasters International

Awarded on: Jul 01, 2016

Met all the goals in program quality. The District scored top 10 in the world

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**President's Distinguished District**, Toastmasters International

Awarded on: Jul 01, 2016

Top score in the Distinguished District Program

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**Excellence in Marketing**, Toastmasters International

Awarded on: Jul 01, 2015

Met all the goals in club building and membership growth. The District scored #1 in the world



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**President's Distinguished District, Toastmasters International**

Awarded on: Jul 01, 2015

Top score in the Distinguished District Program

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**President's Distinguished Division, Toastmasters International**

Awarded on: Jul 01, 2014

Top score in the Distinguished District Program

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**President's Distinguished Club, Toastmasters International**

Awarded on: Jul 01, 2012

Top score in the Distinguished Club Program

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**Advanced Communicator Bronze, Toastmasters International**

Awarded on: Jun 30, 2013

Advanced level certification in leadership

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**Advanced Leader Bronze, Toastmasters International**

Awarded on: Jun 30, 2012

Advanced level certification in leadership

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**Competent Leader, Toastmasters International**

Awarded on: Jun 30, 2012

Basic level certification in leadership

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**Competent Communicator, Toastmasters International**

Awarded on: Jun 30, 2012

Basic level certification in public speaking

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**Sitecore 7 Certified Developer and Trainer, Sitecore**

Awarded on: Jul 01, 2013

Passed exam WND (Sitecore)

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**Sitecore Certified Marketer and Trainer, Sitecore**

Awarded on: Jul 01, 2013

Passed exam DMC 2.0 (Sitecore DMS)

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**Sitecore 6.5 Certified Developer and Trainer, Sitecore**

Awarded on: Sep 01, 2012

Passed exam SND (Sitecore)

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**Microsoft - exams, Microsoft**

Awarded on: Jul 01, 2010

Passed exams 71-519 (.NET 4/Web Applications), 71-518 (.NET 4/Windows Applications), 71-516 (.NET 4/ADO.NET), (.NET 4/Web Applications), (.NET 4/Windows Applications)

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**Microsoft Certified Technology Specialist - Silverlight 4, Microsoft**

Awarded on: Jul 01, 2010

Passed exam 71-506 (.NET/Silverlight 4)

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**Microsoft Certified Professional Developer - Web, Microsoft**

Awarded on: Jul 01, 2009

Passed exams 70-564 (PRO ASP.NET .NET 3.5/C#), 70-536 (.NET/C#), 70-528 (ASP.NET/C#)

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**Microsoft Certified Solution Developer, Microsoft**

Awarded on: Jul 01, 2006

Passed exams 70-300 (Architecture/Requirements), 70-229 (SQL Server), 70-547 (ASP.NET 2.0/C# 2.0)

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**Microsoft Certified Application Developer, Microsoft**

Awarded on: Jul 01, 2005

Passed exams 70-320 (Web Services/C#), 70-316 (Windows Forms/C#), 70-315 (ASP.NET/C#)

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**Microsoft Certified Professional, Microsoft**

Awarded on: Jul 01, 2001

## INTERESTS

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### Personal Development

**Toastmasters** **Public Speaking** **Leadership** **NLP** **Hypnosis** **Networking**

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### Libertarianism

**Austrian Economics** **Philosophy** **Free Market** **Libertarian** **Objectivism**

**Capitalism**

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### Books

**Audiobooks** **Fantasy** **Sci-Fi**

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### Games

**Board Games** **Role Playing** **Game Mechanics** **Streaming** **Game Development**

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## LANGUAGES

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**Polish**, Native speaker

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**English**, Fluent