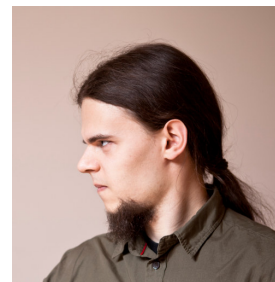


Zbigniew Tenerowicz



Contact

email naughtur@gmail.com

web <https://naughtur.pl>

Experience

MetaMask

Sr Staff Security Engineer (2024)

Staff Security Engineer (2023)

Senior Security Engineer2 (2022)

Senior Security Engineer (2022)

Joined to work on LavaMoat, over time took the lead of the team and roadmap of the LavaMoat project

- Building security tools
- Consulting on JS security
- Helping threat model product features
- Got MetaMask to be in the first cohort of Socket.dev adopters

Colibra

Principal Software Engineer (2021)

Joined Central Frontend Team to push javascript practice forward. Founded dev-security community of practice.

- Helped Security and Dev teams understand eachother better and collaborate
- Red-teamed supply chain security and proceeded to lead fixes

Egnyte Inc.

Principal Software Engineer (2020-2021)

Partner Integrations Team Lead (2014-2020)

Senior Software Engineer (2014-2019)

Founded an ecosystem engineering team, later expanded to 3 teams. Drove teammates to step up and become senior engineers, team leaders. Built a beginner-focused and repeatability oriented set of tools for developing integrations with 3rdparty systems for Egnyte. All that with Node.js as the technology of choice.

- Built a set of tools to quickly develop and maintain 30 mostly independent applications
- Onboarded non-JS developers onto the early team with fast track to productivity

- Architected tooling for maintaining basic security across many repositories (npm-audit-resolver etc.)
- Took responsibility for shaping product scope and helping UX department navigating what's feasible on more challenging projects
- Designed a new set of public APIs and introduced tooling for consistent documentation, validation and testing.

Cogision / UsabilityTools.com

Senior Front-end Developer (2011-2014)

Single, and then leading, JS developer at a startup building remote usability tools. Built tracking and data visualization scripts for various user insights tools.

- HTML+CSS snapshot tool with custom LZW-based compression
- Full-page heatmap rendering in the browser
- Heatmaps for elements of varying location on the page
- Tracking all events on the site and replaying them in a manner resembling a video
- Finding and fixing spectacular memory leaks
- Onboarding and mentoring young and bright JS developers

Poleng Sp. z o.o.

GUI Developer, Project Manager (2008-2011)

Designing and building web interfaces, touchscreen/kiosk interactive presentations, installing Linux on way too new hardware.

Outside-work experience

- Participation in TC39 (as of 2025, figuring out how it works)
- Member of Node.js Diagnostics Working Group
- Created npm-audit-resolver, working on getting package managers to support resolutions file
 - Member of OpenJS Foundation's Package Vulnerability Management & Reporting Collaboration Space
- Experimental diagnostics tools for Node.js - debugging-aid package (find more on <https://naughtur.pl>)

Community work

Meetups and conferences - meet.js

- Regular speaker since 2011
- Organizer since 2014
- Organized Meet.js Summit 2014, 2018, 2022, 2023 A community conference for JavaScript devs which proudly donates most of its budget to charity <https://summit.meetjs.pl/2018/>
<https://summit.meetjs.pl/2022/>
<https://summit.meetjs.pl/2023/>

Speaking

Below are a few examples of conferences and meetups I've spoken at. (find more on <https://naughtur.pl>)

- JS events
 - JSNation (remote and in-person)
 - Node Congress
 - NodeConfEU (many times)
 - meet.js Summit (many times)
- Security events
 - DEFCON AppSec Village
 - SnykCon
 - NodeConf Remote
 - X33fCon

Education

Teaching

- Adam Mickiewicz University: Maintainable Javascript, Web Security (2018-2019)
- School of Form - SWPS, Poznań, Poland (2012-2019)
- WWSSE, Środa Wlkp., Poland (2011-2013)
- Workshops for developers - commercial, community and charity auctions (all the time)

M.S. Computer Science, Software Engineering

Adam Mickiewicz University, Poznań, Poland (2005-2010)

Thesis: Applying evolutionary computation to natural language processing for rule-based language translation

no certifications