

# SŁAWOMIR GONET

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## STAFF SOFTWARE ENGINEER

### WORK EXPERIENCE

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#### Ladders

Jun 2024 - Present

##### Staff Software Engineer

- Owned the entire backend codebase (~350k LOC) in Clojure and Go.
- End-to-end ownership of CI/CD and infrastructure (AWS EKS, Terraform, Pulumi, Jenkins).
- Provided technical leadership across multiple teams; negotiated solutions and risks with product owners.
- Led company-wide technical hiring, pre-selecting and interviewing numerous candidates.
- Notable results: redesigned the job-processing pipeline and data model; built an advanced heuristic company-identification method — together delivering ~4× throughput, higher accuracy, and enabling previously infeasible data acquisition approaches.

#### Ladders

May 2020 - Jun 2024

##### Senior Software Engineer

- Owned multiple Clojure and Java components spanning customer-facing services and internal data pipelines.
- Played a key role in infrastructure and CI/CD; executed Kubernetes cluster upgrades, including full redeployment and seamless cutover.
- Notable results: cut operational costs for a core process by ~95% while reduced error rate by implementing state-of-the-art LLM-driven job ingestion, review, and classification system.

#### Magnum2

Feb 2016 - Aug 2022

##### System / Network administration

- Administered systems and networks providing services for healthcare facilities
- Introduced a modern container-based solution that enhanced system reliability.

#### Sangu.mail

April 2018 - May 2020

##### Senior Software Engineer

- Designed a secure email platform in Clojure, engineered complex pipelines for threat detection.
- Reviewed project specifications to align with customer ideas, delivering tailored solutions.

#### Emergynt

Dec 2015 - April 2018

##### Senior Software Engineer

- Engineered an innovative and highly efficient cyber risk assessment platform in Common Lisp.
- Designed a scalable data engine in Clojure for measurement collection.

#### CodiLime

May 2014 - Dec 2015

##### Deployment Engineer, Software Engineer

#### VTs Software Ltd

May 2011 - May 2014

##### System Administration, Software Engineer

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## EDUCATION

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Jagiellonian University, Kraków PL  
Bachelor, Software Engineering

Oct 2012 - Aug 2016

## TECHNOLOGIES, LANGUAGES & LICENSES

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### Technologies

Go • Python • Clojure • Java • TypeScript • Docker • Kubernetes • Common Lisp • React • Rust • Linux •  
Terraform • AWS • LLM • Embeddings • Vector Search • FreeCAD • Fusion 360 • SolidWorks

### Languages

Polish • English

### Licenses

Driver's license • SPL (Pilot's license)

30 October 2025

To whom it may concern,

It is my great pleasure to recommend **Slawomir Gonet**, one of the most talented and disciplined engineers I have had the privilege of working with. Slawomir has been part of my team at **Ladders**, where I serve as **Vice President of Engineering**, and during his tenure he consistently demonstrated exceptional technical depth, leadership, and integrity.

Slawomir joined as a senior engineer and quickly evolved into a **staff-level engineering leader**, taking ownership of some of the most complex and high-impact initiatives across the company. Among his many contributions, two stand out as transformational. First, he led the design and implementation of an **AI-driven job approval automation system**, which replaced over a hundred personnel and continues to deliver **seven-figure annual savings**. Later, he spearheaded the development of a **new job matching and search platform** that transitioned our systems from keyword-based matching to **embeddings and machine-learning-based models**, driving a measurable **10-point increase in customer satisfaction**.

Beyond these projects, Slawomir played a pivotal role in our **technology modernization efforts**, leading the migration of our platform from legacy Clojure and Java services to **GoLang and Next.js**. He defined engineering standards, established CI/CD pipelines, and set the foundation for modern development practices that the organization continues to benefit from today. As our resident expert in **infrastructure and reliability**, he modernized orchestration by migrating our systems from **Pulumi to Terraform**, resulting in greater stability, scalability, and cost efficiency.

Slawomir's work ethic is unmatched—he is structured, methodical, and relentlessly thorough in both design and execution. His ability to see the big picture while mastering the smallest implementation details sets him apart as a true full-spectrum engineer. He documents meticulously, mentors generously, and approaches every challenge with calm precision and creativity. He is also an early adopter and advocate of **AI-augmented development**, leveraging tools such as Claude and others to dramatically increase engineering throughput and innovation across his team.

On a personal level, Slawomir is collaborative, thoughtful, and inspiring to work with. His intellectual curiosity, humility, and commitment to excellence elevate the people and projects around him. He is the kind of engineer every leader hopes to have on their team—one who makes the organization tangibly better every day.

I **recommend Slawomir without reservation** for any senior or leadership position in software engineering. Any company would be fortunate to have him on board, and I would gladly work with him again in the future.

Kind regards,



**Praveen Vangeepuram**

Vice President of Engineering

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