Paul Heymann

Staff Engineer and Manager

About

Seasoned Staff Engineer and Engineering Manager delivering solutions in complex and dynamic environments.

Hard Skills

Kotlin - Golang - AWS - Scala - Software Architecture - Distributed Systems - Observability - Operations - GCP

Soft Skills

Technical Leadership - Lean Delivery Management - Stakeholder Management - People Management - Communication

Languages

English - German

Interests

Family - Endurance training - Western classical books - Writing

Education

I am a trained Aerospace Engineer (B.Sc.) and Computer Scientist (B.Sc.).

Contact

- contact@paulheymann.de
- LinkedIn
- GitHub (pheymann)

Work Experience

tado°
Now
Juli 2023

Kotlin - AWS - Angular

Software Engineering Manager
Home Energy Management (product)

Leading a cross-functional team of 15 people across software, design, and embedded engineering. We work on Heat Pump integrations, energy tariffs, and EV charging.

Staff Engineer
Dynamic Energy Tariffs (product); 1 yr 6 mo

Bootstrapped a small cross-functional team. I led high impact initiatives integrating energy providers into our systems.

Shopify
7 mo
Mai 2023
November 2022

GCP - Cloudflare - Golang - Kubernetes

Staff Engineer
Global CDN Infrastructure (platform); 7 mo (layoffs)

Identifying high impact initiatives and accountable for team delivery. The Assets team is responsible for Shopify's global digital asset delivery (global caching and asset transformations).

MOIA
1 yr 9 mo
Oktober 2022
February 2021

AWS - Scala - Golang - Akka

Technical Lead
Trip Experience (product); 9 mo

Technical leadership of a cross-functional team of 16 people. We built the user experience from the pick up to the drop off of a user. Domains I covered included backend, native, and embedded engineering.

Software Engineering Manager
Trip Execution (platform); 1 yr

Led the team building the central fleet and trip orchestration platform.

XING
4 yr 9 mo
January 2021
May 2016

GraphQL - Scala - Kubernetes

Senior Software Engineer
Global GraphQL API Gateway (platform)

I was responsible for XING's GraphQL gateway, managed stakeholders across the organization, led projects, and developed the technical roadmap for that service.

Data Engineer
Central Data Science Team (platform)

Selected Projects and Initiatives

tado°

energy tariffs - heat pumps

Bootstrapping a small product team and delivering a first public release within a short period

Kotlin - AWS - Angular

Joining tado° I was tasked to bootstrap a small cross-functional product team (5 people) to integrate dynamic energy tariffs into tado° 's ecosystem. I hired the right people and defined the delivery processes and tech stack (Kotlin, AWS) to then deliver a first release within 6 months in time for a press release at IFA.

I also prepared tado° 's legacy system to allow for a new customer base from energy providers by adapting the authentication and authorization flows tightly bound to Smart Thermostat products and users. The most significant change was to move authorization from being coupled with the Smart Thermostat service to an event-driven architecture, allowing different services to handle and react to authorization events.

Restructuring the tado° app (ongoing)

Typescript - AWS - Angular

We needed to change how our app works to shift towards home energy management. At this point, it is primarily focused on Smart Thermostat users. A first step in this broader direction was to introduce a new tab that shows a user all energy data in one central place.

Since this would require changing larger parts of the app, I started to investigate the different data sources, what they depend on, what assumptions they make, and what consequences it has to put them all in one unified view, like inconsistencies between sources or increased operational cost of showing more data.

Based on that I created an iterative release plan with my designers to reduce the risk of this multi-month project. The first step is only to migrate existing views as is into the new tab, followed by visual adjustments and new features. This project is still ongoing as of this writing.

MOIA

trip experience - autonomous vehicles

Bootstrapping a large product team to service regular trips and autonomous vehicles

Golang - AWS

I was tasked to merge 2 teams into one large cross-functional product team (16 people) focusing on user trip execution (every digital interaction from pickup to drop off) with our regular vehicle fleet and an autonomous vehicle provider.

I adjusted delivery processes to a small feature squad approach so that each sub-group of the team could focus on one aspect at a time while allowing everyone to have the full context by rotating topics over time.

I also extended the group of backend engineers and defined the tech stack (Golang) architecture (serverless) to allow us to reuse existing expertise in the company and integrate quickly.

Migrating a legacy embedded vehicle app
Flutter - AWS - C++

One large initiative I led after that merger was a migration of an app running on hardware in our vehicles. We inherited that C++ app but had no experience with this tech stack. What we had were very experienced native developers (Android, Flutter, iOS). Because of that I invested the time to build different prototypes and tested if they work on our performance constraint hardware. Flutter turned out to be a working solution and so I started a squad with our Flutter engineers to migrate the app over.