

## About

---

I build-up and lead autonomous, high performance software teams solving complex problems.

My principles are: empirical - lean - business focused - ownership - transparency - autonomy - long-term - curiosity

## Skills

---

*Leading Engineering Teams - Software Architecture - Software Engineering - Operational Experience - Communication - Project Management Coaching*

Some of my Tech skills

AWS - Kubernetes - Scala - Go - Distributed Systems

Education

I am a trained Aerospace Engineer (B.Sc.) and Computer Scientist (B.Sc.), but in the end I fell in love with Software Engineering and stuck with it.

Languages

I am able to read, write and speak in:

*English - German*

## Interests

---

Next to my professional work I am also interested in:

Endurance training - Great classic books - Financial markets - How to raise kids - Growing food.

## Contact

---

I live in Hamburg, Germany. I am also available for remote work.

Email: [contact@paulheymann.de](mailto:contact@paulheymann.de)  
Github: <https://github.com/pheymann>  
LinkedIn: <https://www.linkedin.com/in/paul-h-6b4a53144/>

## Work Experiences

---

### MOIA

Present

February 2022

### Technical Lead

Trip Experience

Leading the technical side of a new team spun out of the former team I was the manager of. It is responsible for the customer's journey from the moment a customer books a trip until they get dropped off. Projects include our apps, backends and in-vehicle screens especially for MOIA's new Autonomous Vehicles. I am responsible for the overall architecture within that team and for building the team itself. That includes responsibilities like hiring or developing internal processes.

### MOIA

January 2022

February 2021

### Software Engineering Manager

Trip Execution

I manage the professional growth of 7 back-end engineers and I am responsible for development processes and setup for the team building the distributed vehicle/trip system that is the heart of MOIA and brings the service to life. Besides that, I am also a senior contributor to our services and lead internal and cross-team projects.

### New Work SE

January 2021

March 2019

### Senior Software Engineer

Solution Architecture

I am responsible for XING's GraphQL gateway, which allows our product teams to deliver their products and features faster, reliably and with high quality to our 20 million users. It is the central access point to all 180 backend systems and simplifies discovery and unifies integration into these systems.

### New Work SE

February 2019

May 2016

### Data Engineer

Central Data Science Team

I am responsible for our central ontology infrastructure - services, near real-time worker and Hive batch jobs - which power XING's recommender systems and search and allows for high quality results.

### CGS

March 2016

April 2014

### Software Engineer

I worked on revision software for a bank, which automated many of the previous Excel based processes and decreased their time-per-issue.