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Top Skills

Amazon Web Services (AWS)
C#
.NET Core

Languages

Polish
English

Wojtek Erbetowski

Site Lead @ Island | L8conf Organizer | ex-CTO (Codility &
Growbots) | ex-Google | Builder of Teams & Tech
Warsaw, Mazowieckie, Poland

Summary

Hands-on leader with ~10 years of APIs / web apps experience.
Open source library contributor, software developer, agile advocate.
I was working in several business areas, e.g. sales, old-fashioned
and new media advertising, e-mail marketing, pharmaceutical corp,
EU financed portals, wholesale bookstore and more) and turning
business needs into specialized apps.

Weapons of choice: Lean + Kanban, Management 3.0, Python, Java,
ES6, Scala, Groovy, OOP, TDD, PP, CR.

Experience

Island
Site lead, Engineering Manager
January 2025 - Present (3 months)
Warsaw, Mazowieckie, Poland

Leading the growth of Island's new Warsaw engineering hub, I'm focused
on attracting top-tier talent, building a team with strong technical expertise,
and fostering an environment of innovation. Our team is building cutting-edge
browser technology, driving impactful solutions globally.

L8 Conference
Co-Founder
March 2024 - Present (1 year 1 month)
Warsaw, Mazowieckie, Poland

hyperexponential
Engineering Manager
September 2022 - January 2025 (2 years 5 months)
Warsaw, Mazowieckie, Poland

As an Engineering Manager at hyperexponential, I lead agile teams in
developing innovative, data-driven software solutions for complex financial
modeling. I focus on architecting scalable systems and driving lean processes,

while fostering individual growth through mentorship, skill development, and creating opportunities for team members to excel and advance.

Google
Engineering Manager
July 2020 - February 2022 (1 year 8 months)
Warsaw, Mazowieckie, Poland

As an Engineering Manager I managed teams driving the critical reliability project orchestrating changes made by Software Engineers at Google Cloud to safely reach end users, while limiting the negative impact of any corrupt changes.

Codility
3 years 3 months

Principal Software Engineer
December 2019 - June 2020 (7 months)
Warsaw, Masovian District, Poland

Scope of responsibilities:
Product development -- take proactive role in designing and developing our product,
System and code maintenance -- take care of the system, investigate and fix defects, improve code
quality and system's architecture,
Software development craftsmanship -- help others maintain high quality of developed software, for
example by contributing to design, reviewing code and pair programming,
Tech support duties - ensure a responsive technical customer support of high quality by responding to
and effectively addressing incoming client requests of technical nature. Work closely with our Tech
Support Specialist to solve clients' problems,
Mentoring - take care of your team mates, share your knowledge and expertise, help them grow
technically and mature as professionals, lead by example,
Leading -- lead the way in choosing and implementing sound technical solutions to our clients problems,
build the Engineering culture in the team, design and implement effective and efficient architecture in all
parts of the system, contribute to solving biggest challenges and problems,

Other -- other Expert responsibilities, as agreed with Head of Engineering and CTO.

Chief Technology Officer
April 2018 - November 2019 (1 year 8 months)
Warsaw, Masovian District, Poland

Key responsibilities:

* the company technical vision and it's execution

* building and aligning the development, infrastructure and security teams

* contributing to the product vision and product development execution

* setting the company security strategy and plan, developing ISO 27001 compliance,

* managing the technical debt,

* mentoring technical staff and leaders,

* managing technology budgets and time frames,

* ensuring the technical standards are met and the team has all the knowledge and resources required to achieve it

Expert Software Engineer
April 2017 - March 2018 (1 year)
Warsaw, Masovian District, Poland

Responsibilities:

- developing the core product (Python 3.5 & Django on the backend, ES6 with React.js on the frontend and Java 8 with Cucumber for acceptance tests)

- leading a product team (6-8 members, Kanban, team focus: skills testing)

- being the CTO's representative on the team and vice versa

- supporting VP of Engineering and Product in building roadmap

Growbots | #500Strong
Chief Technology Officer
January 2016 - March 2017 (1 year 3 months)
Warsaw, Masovian District, Poland

I was responsible for the whole IT department of an "AI for Sales" product startup during dynamic growth period (from 30 to 70 ppl). Technology stack includes Microservices, Python 2/3, ES6 & React.js, ElasticSearch, MySQL&PostgreSQL, Docker, Nomad, Google Cloud Engine. Introduced Kanban and Scrum for Dev teams. Member of the strategy team (co-creating strategy, V2MOM).

Some of the key responsibilities:
* grew Dev Team from 10 to 35 in 8 months

* introduced Lean and Kanban
* stabilized the team (from 20-30% rotation per quarter to 0 people quitting in next 3 quarters!)
* transitioned main product from unstable, initial version to one that is stable, robust and usable,
* coaching individuals to become team leaders
* training people into a self-organizing, self-improving and open team
* created and executed hiring process

Polidea
4 years 4 months

Head of Engineering
May 2014 - December 2015 (1 year 8 months)

Technical Lead
September 2011 - May 2014 (2 years 9 months)

Responsible for backend development, technology evaluation and knowledge transfer

Warsaw Java User Group
Commuity Leader
2012 - June 2014 (2 years)

Roche
Software Engineer
September 2010 - July 2011 (11 months)

My first time in corporation I was dropped into some very old systems (like more than 10 years old). I actually really liked it, adding tests and refactoring the legacy code, but not slowing down ongoing development. A spectrum of technologies I used: from EJB 2.1, Struts and Scout, through JDBC, Oracle and Struts 2, to Spring and Wicket.

Self-employed
Software Engineer
March 2008 - January 2011 (2 years 11 months)
Warsaw, Mazowieckie, Poland

I have expertly navigated the complexities of various software development projects, showcasing my versatility across different domains and technologies. My professional journey is characterized by:

* Diverse Technology Proficiency: Proficient in Java, Python, Javascript, and Scala, I have developed a wide array of applications catering to different business needs. My expertise in cloud technologies has enabled scalable and efficient solutions, enhancing project capabilities.

* Varied Project Experience: I have successfully delivered projects in both B2B and B2C domains. My portfolio includes developing intricate systems for book wholesalers, enhancing their operational efficiency, and designing engaging contest systems that have amplified user engagement and satisfaction.

* Software Development: Skilled in translating complex client requirements into effective software solutions, I have ensured the delivery of high-quality, scalable, and maintainable applications. My coding practices emphasize clean, efficient, and robust software development.

* Automated Testing and Deployment: I have implemented advanced automated testing frameworks to guarantee software reliability. My expertise in continuous integration and continuous deployment (CI/CD) practices has streamlined deployment processes across various environments.

* Specifications and Documentation: Known for creating precise software specifications, I have ensured clear project goals and alignment with client needs. My comprehensive documentation practices have supported seamless project transitions and maintenance.

* Adherence to Best Practices: integrating industry best practices, including agile methodologies, code reviews, and version control, has consistently enhanced project outcomes and client satisfaction.

My journey has been marked by strong project management skills, adaptability, and a deep commitment to delivering exceptional results, leading to successful business growth and high client satisfaction.

Education

University of Warsaw
mgr (master), Mathematics · (2003 - 2009)

Politechnika Warszawska
 · (2005 - 2006)