

# Zan Baldwin

A decade and a half of professional experience architecting, building and deploying data-centric APIs and web apps that scale with high performance.

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## STRENGTHS

- **Strong Architectural Foundation**  
Proficient in software architecture, design patterns and scalable solutions. Experience with data-centric APIs and bespoke web applications.
- **Diverse Technology Stack**  
Familiar with a wide range of backend technologies from cloud providers, load balancers, databases, Linux server administration, unit and integration testing, containerisation. All on top of my main role as Symfony application development.
- **Proactive Continuous Learner**  
Proven track record of learning and adapting to new technologies and skills, for both personal and professional development.
- **Open Source Contributor**  
Active contributor to open-source projects and personal libraries, as well as “soft” (non-code) contributions such as documentation, Code of Conducts, team coordination and moderation.
- **Soft Skills and Leadership**  
Experience with giving conference talks/keynotes, mentoring junior developers and advocating for Diversity & Inclusion within the tech industry. Outside of it I have experience organising meetups and as a member of a charity's board of trustees.
- **Certifications and Regulations**  
Experience with certifications (such as Symfony certification) and industry regulations (such as PCI-DSS and other financial regulations).

## ACCOMPLISHMENTS

- Symfony 5 [certified developer](#).
- Technical and keynote speaker for multiple [Symfony conferences](#).
- Member and meeting facilitator of the Symfony [CARE team](#) and Symfony Diversity Initiative [guidance team](#).
- Technical speaker (2019), CfP Selection Committee member (2019 & 2022), and panellist speaker (2021) for [Dutch PHP Conference](#).
- Code of Conduct [Incident Response training](#).
- [Certified ScrumMaster](#), and formal training with GDPR and ISO 27001.
- Member of both Committee and Board of Trustees for Brighton Pride, and previously other international festivals.

## SKILLS OVERVIEW

- Modern PHP (7/8)
- Software Architecture
- Design Patterns
- Relational Databases
- Containerization/Docker
- NoSQL/Graph Data Stores
- Documentation Writing
- API Design & OpenAPI
- Linux System Admin
- Cloud Providers
- Unit & Behavioural Testing; Debugging
- Automation

Symfony Framework · Composer  
MVC · DDD · OOP · SOLID · REST  
Doctrine ORM · MySQL · Postgres  
Elastic · Redis · Git · AMQP  
OpenAPI · OAuth · JWT · Paseto  
SystemD · Docker · Shell Scripting  
Debian/Ubuntu · Fedora · Alpine  
SSL · Let's Encrypt · AWS · G Cloud  
PHPUnit · CI/CD · Behat · Blackfire  
JIRA · Agile · AWS Infnidash · LaTeX  
Rust · Cargo · Async Tokio  
Immutable Filesystems & OS

*Two years of non-commercial  
Rustlang experience at intermediate  
level.*

## LANGUAGES

English (native), currently  
learning Dutch (beginner).

## EXPERIENCE

### Packagist, Senior Software Engineer

MARCH 2022–PRESENT · (REMOTE) NETHERLANDS / BERLIN  
*PHP/Symfony · Platform Engineering · Code Hosting & Distribution*

Maintaining the package repository for the PHP language, building high-quality software supply chain tools that PHP developers around the world rely on. Day-to-day I analyse complex systems, debug customer problems, and maintain, build features and improve functionality of the main product. I work with relational databases, Linux fundamentals, system administration, queueing systems, and the Symfony framework. I also help with infrastructure projects (such as the containerization and orchestration of application deployments), mentoring junior engineers, and sales questions.

### SmarterQueue, Symfony Developer

2020–2022 · (REMOTE) CANADA → NETHERLANDS  
*PHP/Symfony · GraphQL · Social Media · Third-party APIs · Docker*

Principal backend developer for overhauling a legacy product into a modern, GraphQL-backed application.

- Identified the architectural solutions required for the challenges that arise from rebuilding a legacy application to a modern development stack from scratch.
- Improved both speed and memory performance of the legacy product up to 50 times via application profiling.
- Maintained a 100% test coverage rate for an entire GraphQL API for both functional and unit tests.

### Intergalactic Agency, Software Developer

2019–2020 · VANCOUVER, CANADA  
*PHP/Symfony · OpenAPI · DevOps & Docker · Deployment Strategies*

Lead PHP developer for in-house and client projects, both new and legacy, including: BC Liquor, Mental Health Commission Canada, Palo Alto, Eventbase, Sundance Film Festival.

- Increased resilience of the company assets spread across multiple continents, upgraded internal source control, and added automated upgrades and backups.
- Decreased company expenses and increased developer productivity by obsoleting old manual processes, replacing with automated CI/CD and containerized deployment.
- Achieved 100% reliability for high-traffic projects for physical events/conferences using fewer servers, improving Intergalactic's reputation and earning repeat business from clients.

### CarePlanner Ltd, Senior Software Developer

2018–2019 · BRISTOL, ENGLAND  
*PHP/Symfony · RESTful APIs · SaaS · Data Protection · GDPR*

A leading role spearheading a project to build a RESTful API platform from the ground up for a rapidly-growing SaaS provider in the Home Care sector.

- Reduced organisation's risk while storing/handling health and medical data of vulnerable individuals by ensuring strict compliance of ISO 27001 & GDPR within the developer teams.
- Consolidated market share for the organisation for building APIs that brought two external companies and a local government authority to collaborate with CarePlanner rather than compete.
- Coached a Drupal 7 development team of 3 on Symfony framework from scratch.
- Minor exposure to Golang.

### BaseKit Platform, Software Engineer

2015–2018 · BRISTOL, ENGLAND  
*PHP/Symfony · B2B · DevOps & Docker · Sysadmin · WHMCS · Behat*

Worked on the backend of a global B2B site-building SaaS platform and its supporting projects.

- Kept a multi-million line codebase up to date, or rewrote several legacy parts, to transition the application from PHP 5.x

to 7.

- Ensured that builds could be reliably deployed with confidence by adding significant behavioural test case coverage on top of the existing unit tests within the CI pipeline.
- Streamlined the company's onboarding process for new developers by documenting features, technical specifications and infrastructure requirements.

## **Nosco Systems, *Lead Technical Developer***

2012–2015 · PONTYPRIDD, WALES

*PHP · Yii · Raspberry Pi · Fintech · Legal & Regulation · Sysadmin · Mentorship*

Developer for a cloud-based digital debt and loan management application, and supporting software/hardware.

- Kept the software ahead of constantly changing legal and regulatory changes within the industry.
- Handled deployments of software for both cloud-based servers and in-store shop kiosks, with bottom-line accountability for the company's infrastructure.
- Led and mentored teams of developers both in-house and remote (Bulgaria), including travelling to provide training.
- Performed software demonstrations at conferences for financial sector audiences.

## **Nerv Interactive, *Web Developer***

2010–2011 · CHELTENHAM, ENGLAND

Delivered white-label products for clients such as BAE Systems, NHS, Skype, Gossip Consultancy, and Molson Coors.

## **Tigerfish Interactive, *Drupal Developer***

2010 · CHELTENHAM, ENGLAND

Developed modular-base automated online social-media marketing platform.