

# Tobias Pflug *July 14, 1981*

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## Profile

*I am an Engineer, Consultant, and Leader with over 16 years helping software teams and businesses succeed with cutting-edge technology. In addition to my technical proficiency, I bring a strategic mindset that connects technology to business needs by building inclusive, enthusiastic software teams that grow, collaborate and learn continuously.*

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## Experience

### Tobias Pflug IT

#### Consultant

REMOTE

*October '21 – present*

- At Tobias Pflug IT, I provide strategic and hands-on help that enables companies, teams, and individuals to boost their efficiency and effectiveness.
- Leveraging my expertise, I take on leadership roles, assist in the hiring process, and conduct assessments of Engineering departments to identify and eliminate bottlenecks.

### Tribe GmbH

#### Engineering Manager (Contractor)

REMOTE

*October '22 – July '23*

- Led multiple cross-functional teams, specialising in face measurement.
- Reporting directly to the CTO, I restructured teams and successfully implemented agile methodologies, resulting in improved software quality and delivery efficiency.
- Acted as the Hiring Manager, streamlining the recruitment process and conducting interviews to source top talent
- Organized knowledge-sharing events and initiated initiatives to promote a culture of quality, and facilitated OpenSpace events during Engineering Leadership meetings.

### Hasura

#### Engineering Manager (Contractor)

REMOTE

*October '21 – July '22*

- Managed two Haskell backend teams at Hasura, a globally distributed team specializing in enhancing developer productivity through instant GraphQL API composition.
- Reported to the VP of Engineering and oversaw feature development on the Hasura GraphQL Engine core product, collaborating with Product Management.
- Implemented agile methodologies and conducted retrospectives to address bottlenecks and team dysfunctions.
- Acted as the Hiring Manager, conducting interviews and refining the hiring process in collaboration with HR and Engineers.
- Spearheaded initiatives for knowledge-sharing, continuous improvement, and psychological safety, fostering sustainable growth and excellence within the Engineering department.

### Tweag IO

#### Senior Software Engineer/ Consultant

PARIS, FRANCE (REMOTE)

*March '19 – September '21*

- At this specialist consultancy applying techniques from research to large-scale software challenges, I served as a Senior Software Engineer and Consultant.
- Engaged in (and often leading) diverse projects across Fintech, Automation, and Telecommunications industries, I built and customized systems to meet client needs.
- Collaborated with the sales team to acquire new customers, and conducted international client meetings. Played a key role in developing and refining the hiring pipeline, acted as a mentor to junior engineers, and worked with clients from startups to established corporations.
- Extended expertise beyond technical matters to process improvement, enhancing organizational efficiency.

**TECHNOLOGIES USED:** PYTHON/RUST/HASKELL/C/C++, NIX/NIXOS/AWS/GCE/TERRAFORM/DOCKER

### HolidayCheck

#### Team Lead Developer Experience / Senior Software Engineer

MUNICH, GERMANY (REMOTE)

*December '15 – February '19*

- Led the internal Developer Experience team at HolidayCheck, a major online travel agency in the German speaking market.
- I promoted Functional Programming principles through workshops
- Led the introduction of Nix and design of a NixOS/NixOps-based CI/CD setup for Frontend development

- Guided the team in crafting Objectives and Key Results in alignment with the company OKR process
- Spearheaded and launched the HolidayCheck Apprenticeship Program for hiring, mentoring and onboarding Junior Engineers
- Acted as Hiring Manager shaping the interview pipeline and process
- Initiated company-wide events such as an annual OpenSpace Conference and additional knowledge-sharing activities to promote a culture of continuous learning

**TECHNOLOGIES USED:** JAVASCRIPT/TYPESCRIPT/HASKELL/BASH, NIX/NIXOS/AWS/MESOS, JENKINS/MONGODB

## Seitenbau

KONSTANZ, GERMANY

### Software Developer

*Jul '10 – Dec '14*

- Contributed to multiple web development projects in agile teams at Seitenbau, a provider of quality Software Development and Consulting Services
- Worked on Frontend and Backend tasks collaborating closely with customers
- Initiated and facilitated regular Lightning Talk sessions to promote a culture of continuous learning and improvement
- Participated in the organisation of an annual Developer Conference

**TECHNOLOGIES USED:** Java/Spring, JavaScript/Backbone.js, docker, MySQL, Bash, Python

## NewTec GmbH

FRIEDRICHSHAFEN, GERMANY

### Software Developer

*Dec '09 – Jun '10*

I worked on quality assurance for customer projects implementing tests for software running on embedded devices.

**TECHNOLOGIES USED:** C, parasoft, svn

## ATM ComputerSysteme GmbH

KONSTANZ, GERMANY

### Software Developer

*May '07 – Mar '09*

- Designed and implemented a modular and reusable firmware kernel for ATMEL controllers from scratch
- Collaborated closely with other Software Developers and Electrical Engineers for testing and QA
- Developed automation processes for product testing and installation

**TECHNOLOGIES USED:** C/Assembler, make, trac, svn, oscilloscope

## Education

University of Constance

KONSTANZ, GERMANY

**Information Engineering (B.Sc)**

*2004 – 2007*