

Tobias Pflug July 14, 1981

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Profile

I am a highly skilled Software Engineer with over a decade of professional experience and a passion for quality, pragmatism and collaboration. I want to work in an environment that values empathy and diversity and chooses trust and empowerment over hierarchies and micromanagement. I strive to be a lifelong learner while also enabling, supporting and empowering others to grow and achieve goals together.

Qualities

- self-organized and goal-oriented
- pro-active and involved
- constant learner, teacher and mentor
- strong team player – remote and on-site

Interests

- functional programming
 - CI/CD solutions
 - software craft
 - organizing conferences & building communities
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Experience

Tweag IO

PARIS, FRANCE (REMOTE)

March '19 – Now

Senior Software Engineer/ Mentor

Tweag is renowned for its competence and contributions to [NixOs](#), and the GHC Haskell Compiler. Tweag is also a recognized expert in Bazel and supports clients in Fintech, Biotech and autonomous vehicles.

As Senior Engineer and Consultant I provide services in different fields and technologies depending on client requirements. I support the sales team to approach new customers, I am acting as project lead and meet international clients on-site to provide support, run workshops. I sit down with teams to discover bottlenecks, propose and discuss solutions.

I support the company in hiring activities, develop and refine the hiring pipeline and process. I also act as mentor to Junior Engineers in the company and set up company internal knowledge sharing sessions.

TECHNOLOGIES USED: Python/Bash/Rust/Haskell/C/C++, Nix/NixOS/NixOps/Hydra, AWS, k8s, Docker, Jenkins

HolidayCheck

MUNICH, GERMANY (REMOTE)

December '15 – February '19

Senior Software Engineer/Hiring Manager/ Mentor

HolidayCheck is one of the biggest online travel agencies in the German speaking market. In my role as Senior Software Engineer I have contributed to the design and implementation of our main React based single page application. I have evangelized Functional Programming and have run multiple workshops to teach Functional Programming concepts to Engineers with little, or no prior experience in FP.

As the team-lead of an internal Developer Experience team I introduced the use of Nix and designed our current NixOS/NixOps based CI/CD setup. I guided my team in creating team OKRs and aligning them with overall company OKRs. I also supported other teams in using Nix for their own projects and ran targeted workshops and talks on Nix.

I designed and initiated the [HolidayCheck Apprenticeship Program](#) in which I am also acting as a mentor to Junior Engineers going through the program.

As Hiring Manager I have helped to shape our current interview pipeline and processes. I regularly conduct interviews and synchronize with others on what we are looking for in Engineers.

Beyond my job obligations I have started multiple initiatives including an annual company-internal [Open Space Conference](#) for all Developers, Designers and Product Owners. Other initiatives include a book reading club, a Nix user group and a Haskell study group.

TECHNOLOGIES USED: JavaScript/TypeScript/React, Bash, Nix/NixOS/NixOps, AWS, Mesos/Marathon, MongoDB, Docker, Jenkins, Haskell

Seitenbau

KONSTANZ, GERMANY

Software Developer

Jul '10 – Dec '14

Seitenbau provides quality software development and consulting services for the web. I was working in multiple projects in different agile teams - front and back-end. I helped to design and implement web projects in close contact with the customers.

I organized regular lightning talk sessions to foster a culture of constant learning and improvement and participated in the organization of an annual, local developer conference.

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

NewTec GmbH

FRIEDRICHSHAFEN, GERMANY

Software Developer

Dec '09 – Jun '10

NewTec provides custom system engineering services and consulting with a focus on safety and embedded devices. 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

ATM builds advanced hardware and software for use in the German military service. I designed and implemented a modular and reusable firmware kernel for ATMEL microcontrollers that monitor voltages, power consumption and temperature to ensure correct operation for a new range of hardware products. In doing so I collaborated closely with the electronics department to gain the required knowledge.

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

Education

University of Constance

KONSTANZ, GERMANY

Information Engineering (B.Sc)

2004 – 2007

Open Source and Community Interests

- **BusConf** is a Open Space Un-Conference in Germany which I am the initiator and main organizer of. BusConf aims at bringing people of different backgrounds together to learn, teach and discuss about functional programming in different languages.
 - **Documenting ghc/base**: I started to contribute to hackage documentation of the ghc base package.
 - **dhall lang**: Dhall is a programmable configuration language which I would like to make use of in a professional setting to avoid errors and reduce error-prone repetition.
 - **Ramda** is a JavaScript library for Functional Programming which is easy to integrate in existing projects, even where there is no full commitment to an overall functional approach.
 - **nixpkgs**: Contributions from both work and spare time activities.
 - **hydra-cli**: A tool I developed in collaboration with a colleague to teach myself some Rust.
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