

Tobias Pflug *July 14, 1981*

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Profile

I am a highly skilled Professional with 15 years of experience and empowerment over hierarchies and micromanagement. I and a passion for working with people. I want to work in an environment that values empathy and diversity and chooses trust 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
- empathetic, pro-active and involved
- constant learner, teacher and mentor
- servant leader

Interests

- agile methodologies
 - software development as craft
 - organizing and facilitating events & building communities
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Experience

Tribe GmbH

Engineering Manager (Contractor)

REMOTE

October '22 – ongoing

Tribe is a Berlin based deep tech company that focuses on reinventing the way people buy eyewear. Tribe is backed by Mister Spex, the largest European online optician.

As Engineering Manager I am responsible for multiple teams and projects developing AR Apps on iOS and Android for face measurement and report directly to the CTO. I'm responsible for restructuring the teams, introducing and improving agile methodologies and enabling them to deliver high quality software. This also involves close communication Agile Coaches and Product Management.

As acting Hiring Manager I conduct interviews, source candidates and work with both HR and Engineers to continuously refine and improve the process.

I organize knowledge sharing events and drive initiatives to foster a quality mindset. I also facilitate OpenSpace events at Engineering Leadership meetings.

Hasura

Engineering Manager (Contractor)

REMOTE

October '21 – July '22

Hasura is a globally distributed team that focuses on building a product that boosts developer productivity by instantly composing GraphQL APIs backed by databases and services.

As Engineering Manager I was responsible for two Backend-Teams working on different aspects of the [Hasura GraphQL Engine](#). Reporting to the VP of Engineering, I managed and mentored both teams conducting regular 1:1s with all of my directs. I introduced agile methodologies and conducted retrospectives to help identify bottlenecks or dysfunctions within or across teams and helped to overcome them. In close collaboration with Product Management I supported the teams to deliver value to the company, its customers and the active F/OSS community that has evolved around it.

As acting Hiring Manager I conducted interviews, sourced candidates and worked with both HR and Engineers to continuously refine and improve the process.

I drove initiatives to foster a culture of knowledge-sharing, continuous improvement and psychological safety in order to allow for an environment of sustainable growth and excellence in Engineering.

Tweg IO

Senior Software Engineer/ Mentor

PARIS, FRANCE (REMOTE)

March '19 – September '21

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

As Senior Engineer and Consultant I provided services in different fields and technologies depending on client requirements. I supported the sales team to approach new customers, acted as project lead and met

international clients on-site to provide support or run workshops. I support teams to discover bottlenecks, propose and discuss solutions.

I supported Tweag in its hiring activities, developed and refined the hiring pipeline and process. I also acted as mentor to Junior Engineers in the company and set up knowledge-sharing and training sessions.

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

HolidayCheck

MUNICH, GERMANY (REMOTE)

Senior Software Engineer/Tech Lead/ Hiring Manager/ Mentor

December '15 – February '19

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 tech-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

