



Michal Talaga

Head of Engineering

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ABOUT

I'm a results oriented, effective and often unorthodox head of engineering. I take ownership, I lead and I deliver. I have a proven track record of completing projects and delivering working software from start to finish as a team member, a leader and a stakeholder.

EXPERIENCE

Head of Engineering, Talent Clouds

April 2021 — Present  2 years

Heading all aspects of software engineering

- Responsible for all engineering efforts
 - Built roadmaps & OKRs
 - Led distributed teams of developers
 - Managed partner teams' relationships
 - Recruited and onboarded developers
 - Startup culture
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Software Development Manager, Reed Online

September 2019 — May 2021  2 years

Working with partners and internal teams. Setting up and improving processes

- Lead recruiter platform and shared services teams
- Recognized for Resourceful Problem Solving

- Recognized for the Best Idea in a Reed Group-wide challenge (json resume)
 - Best Business Value hackday winner (cloudflare workers site hosting)
 - Supervised integration with a third party data collection platform
 - Supervised integrations with third party Application Tracking Systems
 - Supervised integration with a third party customer engagement platform
 - Ramped up and managed multiple partner teams
 - Reorganized development processes and workflows
 - Worked directly with recruiters and talent acquisition team and improved recruitment pipeline
 - Conducted 100+ telephone & face to face interviews and hired a number of developers
 - Liaised between internal teams
 - Actively involved in architectural discussions
 - Conducted leads and team meetings
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Technical co-founder, Spread Software

August 2020 — January 2021 ⌚ 6 months

Technical co-founder responsible for all things technical (TypeScript, JavaScript, Node.js, Firebase, GCP, Serverless, React)

- Built an MVP
 - Recruited and worked with freelance developers
 - Evaluated and decided on technology choices
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Principal Engineer, Reed Online

July 2019 — September 2019 ⌚ 3 months

Developing reed.co.uk website (C#, ASP.NET, .NET, .NET Core, Microservices, TDD)

- Lead a team of 3 developers
 - Actively involved in recruitment. Hired 2 team members for my team and number of developers for other teams
 - Extracted SEO service from a monolithic application
 - Fixed nightly builds and flaky tests. Fixed casing issues in git
 - Actively involved in architectural discussions
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Lead .NET Developer, Mountain Warehouse

June 2018 — June 2019 ⌚ a year

Lead a team of 5 developers and a tester (C#, .NET, .NET Core, SQL Server, RabbitMQ, Microservices, Event Driven, CQRS, Event Sourcing, TDD, Docker)

- Maintained a low incidents ratio SLA
- Maintained a CI/CD pipeline with on demand deployment to production
- Operated a fully devops environment with developers owning their work end to end

- Conducted regular 1:1 and team building activities. Mentored and coached team members
 - Conducted phone and face to face interviews. Hired 6 developers
 - Extracted parts of the monolith to services
 - Implemented 3 new warehouse integrations. Unified codebase and workflows for 2 existing warehouses. Worked directly with warehouses' developers
 - Implemented returns from stores process for bulk stock transfers back to a warehouse
 - Rebuilt returns/exchanges data flow
 - Improved performance around orders processing to support Black Friday peak sales
 - Worked with a third party vendor to Create a Web Returns in Store portal and supporting data flows
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#1 Developer, GoHosting

January 2014 — June 2018 🕒 4 years

Development of all of the company's systems and applications (C#, ASP.NET, .NET, AngularJS, SignalR, TypeScript, JavaScript, SQL Server, IoT, Raspberry PI, Python, Access Control, CQRS)

- Created a camping field management: online booking & payments, resource & inventory management, accounting, payments, data migrations
 - Created a point of Sale system integrated with web printers
 - Built an access control system based on RFID and Raspberry PI
 - Created a home monitoring system & self service control panel with Raspberry PI
 - Supervised and mentored on site and nearshore developers
 - Migrated from a single tenant to a multi-tenant application model
 - Maintained a character traits and qualities assessment website
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Trainer, Sitecore

August 2012 — December 2013 🕒 a year

Conducted training & certification sessions for new Sitecore Certified Developers (C#, ASP.NET, .NET, Sitecore). Assisted in sales process

- Delivered training sessions across the globe
 - Supported numerous successful technical sales presentations
 - Prepared proof of concepts demonstrations
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Consultant, Roche

September 2011 — August 2012 🕒 a year

Developed a data migration solution as part of the top 10 priority projects globally (C#)

- Acted as a team lead of 3 developers
 - Built a tool to migrate data between 3rd party vendors in a validate environment
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Freelance Business Owner, Objectware.pl

September 2008 — December 2010 ⌚ 2 years

Outsourced software development (C#, .NET, ASP.NET, Active Directory, SQL Server, ELK, PHP)

- Hired and outsources 3 software developers as a nearshore solution to Scannet
 - Joined a startup and built a self service hosted office solution with Windows Remote Apps
 - Multiple small projects & assignments
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Software Developer, Scannet.dk

September 2006 — December 2008 ⌚ 2 years

Created company's web control panel for products. Built a resource monitoring and billing solution. (C#, ASP.NET WebForms, .NET, SQL Server, MS Exchange, HMC)

- Created a self service web control panel for Hosted Exchange and other products
 - Programmatically migrated organizations and users from Exchange 2003 to Exchange 2007
 - Created a resource monitoring and billing tool and earned the company 500k DKK/year in missing invoices
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Software Developer, Sputnik Software

April 2005 — August 2006 ⌚ a year

Development of WinForms & WebForms applications (C#, .NET, ASP.NET, SQL Server)

- Built a drag and drop any application in place auto update component
 - Developed a digital signature solution using a X509 certificates and a hardware security module (HSM)
 - Created an ORM library
 - Ported a WinForms application to ASP.NET WebForms
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Software Engineer, Dantek

April 2004 — March 2006 ⌚ 2 years

Maintenance and development of VB6 applications (VB6, SQL Server, VB.NET, .NET)

- Developed a VB.NET frontend over VB6 COM components
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System Administrator, BCC

January 2000 — March 2004 ⌚ 4 years

Responsible for all systems operations. Hardware & software maintenance and purchases

- Built a VB6 application for Amica Wronki service centers
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PROJECTS

Toastmasters International , Immediate Past District Director

July 2017 — June 2018 🕒 a year

Advisory role to the incoming team

- Presided over newly formed District Conference
 - District Parliamentarian
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Toastmasters International , District Director

July 2016 — June 2017 🕒 a year

Responsible for all of District's operations from creating the District Success Plan and budgeting to daily operations

- Lead a team of 6 district leaders and 12 Division Directors
 - Presided over district executive and district council meetings
 - Prepared the District for a new Educational Program
 - Navigated through number of major obstacles such as dues increase & black PR from competing organizations
 - Realigned the District into 3 new districts
 - 2 x District Conferences - 300+ attendees (Warsaw, Berlin)
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Toastmasters International , Program Quality Director

July 2015 — June 2016 🕒 a year

Responsible for program quality in continental Europe. Organization of District Conferences

- Part of the District Leadership team. Worked directly with 10 Division Directors
 - Organized trainings for incoming leaders
 - Excellence in Program Quality
 - President's Distinguished District - highest recognition
 - 2 x District Conferences - 300+ attendees (Prague, Timisoara)
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Toastmasters International , Lieutenant Governor Marketing

July 2014 — June 2015 🕒 a year

Responsible for building new clubs and membership base in continental Europe

- Part of the District Leadership team worked directly with 10 Division Governors
 - #1 in the world in club growth
 - Excellence in Marketing recognition
 - President's Distinguished District - highest recognition
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Toastmasters International , Division Governor

July 2013 — June 2014 ⌚ a year

Responsible for all clubs in Poland: building new clubs, ensuring quality, organizing conferences

- Lead a team of 7 area governors
 - President's Distinguished Division - highest recognition
 - Hosted the first polish humorous speech championship
 - 2 x Toastmasters Leadership Institutes - 300+ attendees
 - 30% growth in club base
 - Chaired the Division Reformation Committee
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Toastmasters International , Vice President Public Relations

July 2012 — June 2013 ⌚ a year

Responsible for all PR activities

- Club members featured in local TV and radio stations
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Toastmasters International , Club President

July 2011 — June 2012 ⌚ a year

Presided over a club of 30-50 members. Represented the club on District Council Meetings

- Presided over club weekly meetings, club's board meetings and lead a team of 6 club officers
- Missed no meetings in over a year of membership
- President's Distinguished Club - highest recognition
- Organizers team of a District Conference - 300+ attendees
- Trained small business owners, students and scouts on public speaking

EDUCATION

Information Technology, MSc

1999 — 2005 ⌚ 6 years

Poznan University of Technology

Public Speaking & Leadership

2011 — 2018 ⌚ 7 years

Toastmasters International

Leadership

Public Speaking

Coaching

Mentoring

Team Building

</> SKILLS

Leadership — *Current*

Coaching Mentoring Team Building Public Speaking Presentations
Goal Setting Processes

Backend Development — *Current*

C# .NET .NET Core Microservices SOA Event Driven Architecture
Messaging RabbitMQ CQRS Event Sourcing DDD Docker DevOps

IoT — *Legacy*

Raspberry PI Raspbian Linux Mono .NET .NET Core C# SignalR
Python

Web Development — *Legacy*

HTML CSS Javascript Typescript jQuery AngularJS Bootstrap
Knockout ASP.NET WebForms ASP.NET MVC .NET C# VB.NET
PHP SignalR MySQL PostgreSQL Wordpress

Desktop Development — *Legacy*

VB6 C++ WindowsForms .NET WPF

AWARDS

Professional Scrum Master, Scrum.org

Awarded on: Jul 17, 2022

Fundamental level of Scrum mastery

Distinguished Toastmaster, Toastmasters International

Awarded on: Jun 29, 2021

Highest level of educational achievement in Toastmasters

Best Business Value, Reed Online

Awarded on: Dec 18, 2020

Best Business Value hackday winner

Best Idea, Reed Online

Awarded on: Jul 03, 2020

Recognized for the Best Idea in a Reed Group-wide challenge

Resourceful Problem Solving, Reed Online

Awarded on: Jun 10, 2020

Recognized for resourceful problem solving

Advanced Communicator Gold, Toastmasters International

Awarded on: Jun 24, 2020

Advanced level certification in communication

Distinguished Toastmaster, Toastmasters International

Awarded on: Jun 16, 2020

Highest level of educational achievement in Toastmasters

Advanced Communicator Silver, Toastmasters International

Awarded on: Jun 13, 2020

Advanced level certification in communication

Advanced Communicator Bronze, Toastmasters International

Awarded on: Jun 13, 2020

Advanced level certification in communication

Advanced Leader Silver, Toastmasters International

Awarded on: Jun 13, 2020

Advanced level certification in leadership

Leadership Excellence, Toastmasters International

Awarded on: May 28, 2020

Advanced level certification in leadership

Advanced Communicator Gold, Toastmasters International

Awarded on: May 14, 2020

Advanced level certification in communication

Excellence in Program Quality, Toastmasters International

Awarded on: Jul 01, 2016

Met all the goals in program quality. The District scored top 10 in the world

President's Distinguished District, Toastmasters International

Awarded on: Jul 01, 2016

Top score in the Distinguished District Program

Excellence in Marketing, Toastmasters International

Awarded on: Jul 01, 2015

Met all the goals in club building and membership growth. The District scored #1 in the world

President's Distinguished District, Toastmasters International

Awarded on: Jul 01, 2015

Top score in the Distinguished District Program

President's Distinguished Division, Toastmasters International

Awarded on: Jul 01, 2014

Top score in the Distinguished District Program

President's Distinguished Club, Toastmasters International

Awarded on: Jul 01, 2012

Top score in the Distinguished Club Program

Advanced Communicator Bronze, Toastmasters International

Awarded on: Jun 30, 2013

Advanced level certification in leadership

Advanced Leader Bronze, Toastmasters International

Awarded on: Jun 30, 2012

Advanced level certification in leadership

Competent Leader, Toastmasters International

Awarded on: Jun 30, 2012

Basic level certification in leadership

Competent Communicator, Toastmasters International

Awarded on: Jun 30, 2012

Basic level certification in public speaking

Sitecore 7 Certified Developer and Trainer, Sitecore

Awarded on: Jul 01, 2013

Passed exam WND (Sitecore)

Sitecore Certified Marketer and Trainer, Sitecore

Awarded on: Jul 01, 2013

Passed exam DMC 2.0 (Sitecore DMS)

Sitecore 6.5 Certified Developer and Trainer, Sitecore

Awarded on: Sep 01, 2012

Passed exam SND (Sitecore)

Microsoft - exams, Microsoft

Awarded on: Jul 01, 2010

Passed exams 71-519 (.NET 4/Web Applications), 71-518 (.NET 4/Windows Applications), 71-516 (.NET 4/ADO.NET), (.NET 4/Web Applications), (.NET 4/Windows Applications)

Microsoft Certified Technology Specialist - Silverlight 4, Microsoft

Awarded on: Jul 01, 2010

Passed exam 71-506 (.NET/Silverlight 4)

Microsoft Certified Professional Developer - Web, Microsoft

Awarded on: Jul 01, 2009

Passed exams 70-564 (PRO ASP.NET .NET 3.5/C#), 70-536 (.NET/C#), 70-528 (ASP.NET/C#)

Microsoft Certified Solution Developer, Microsoft

Awarded on: Jul 01, 2006

Passed exams 70-300 (Architecture/Requirements), 70-229 (SQL Server), 70-547 (ASP.NET 2.0/C# 2.0)

Microsoft Certified Application Developer, Microsoft

Awarded on: Jul 01, 2005

Passed exams 70-320 (Web Services/C#), 70-316 (Windows Forms/C#), 70-315 (ASP.NET/C#)

Microsoft Certified Professional, Microsoft

Awarded on: Jul 01, 2001

Passed exam 70-210: Microsoft Windows 2000 Professional

INTERESTS

Personal Development

Toastmasters

Public Speaking

Leadership

NLP

Hypnosis

Networking

Libertarianism

Austrian Economics

Philosophy

Free Market

Libertarian

Objectivism

Capitalism

Books

Audiobooks

Fantasy

Sci-Fi

Games

Board Games

Role Playing

Game Mechanics

Streaming

Game Development

LANGUAGES

Polish, Native speaker

English, Fluent