

Ivan Kusalic

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January 2018 until now: Engineering Director for Demand-Side Platform, travel audience GmbH - An Amadeus Company, Berlin, Germany – Responsible for Demand-Side Platform, an IT department with 25 people. Responsibilities include: driving culture, process improvements, yearly budget planning, quarterly delivery planning, governance and control, increasing collaboration, hiring and building teams, developing people, architectural improvements, tech standardization, etc.

- Career progress: Senior Engineering Manager => Engineering Director
- Designed and successfully driven adoption of IT-wide reorganization that introduced “Tribes”, IT sub-departments
- Merged Data department into IT and successfully reduced communication and accountability issues
- Achieved highest employee retention in the company during 2018
- Chosen to represent IT in a series of strategic management retreats to create 2021 vision for the company
- Was acting CTO while CTO was away, became main IT contact and permanent member in C-level meetings since

June 2017 to November 2017: Sr. Engineering Manager for Coverage Platform, GoEuro, Berlin, Germany – Held engineering manager and product owner responsibility for Coverage Platform, a team of 6 owning a platform that empowers the core company asset, hundreds of direct partner integrations and acts as a bridge between Coverage Tribe, a department with 7 tech teams, and the rest of the company. Architectural oversight and project planning for critical systems in the department and coordination spanning the whole of tech. Driving process maturity for both the team and the department.

- Delivered consistently OKRs with 90%+ fulfillment where the OKR target is 70%
- Achieved highest engagement scores in the department and 100% employee retention in turbulent times
- Designed product vision for 50+ people department and successfully driven acceptance with all stakeholders
- Delivered on time on scope on budget two parallel emergency projects spanning two months with no knowledge in the team and sub-optimal preexisting relationships with the main dependency team

February 2014 to May 2017: Software Architect for Open Location Platform, HERE Technologies, Berlin, Germany – Architecture and delivery of complex enterprise systems. Technical leadership for Berlin and Chicago teams with 18 people. Improvements to team processes. Coordination of cross-team initiatives. Design and development of: data-processing framework at the core of Open Location Platform, orchestration and management tool used to control all AWS resources, RESTful backend API used by internal and external customers. Tech: Scala, Ruby, Bash, AWS, GO.CD, akka (actors, streams, http), git.

- Career progress: Software Engineer => Senior Software Engineer => Software Architect
- Discovered critical consistency issue in our system, introduced API v2 to fix them, and successfully driven the adaptation
- Designed 99.9% availability architecture with strong consistency guarantees for data processing framework with 3 billion requests per month on 20 TB of data; and managed that project on time on scope spanning 6 months and multiple teams
- Leaned as expert on three occasions for a month to different teams and successfully helped to reduce costs and complexity
- Received consistently exceeding expectations evaluations and three bonuses for distinguished achievements

September 2012 to February 2014: Software Engineer, cloudControl, Berlin, Germany – Responsible for design and development of all backend systems of Platform as a Service product. Involved in all software development stages, from planning to on-call and customer support. Example projects: dynamically-reconfigurable loadbalancers, multithreading support for long-running tasks, push-process caching. Tech: AWS, Python, Ruby, Java, bash, git, Chef, Vagrant, MongoDB, Redis, LXC, Jenkins.

- Introduced Ruby as one of four supported languages for our customers due to Ruby expertise brought to team
- Improved quality of automated tests and faster development lifecycle by delivering workshops for other developers
- Delivered on time on scope custom debugging environments, customers' top requested feature
- Supported migration of high-value customers to our platform as technical expert with great communication skills

October 2011 to September 2012: Jr. Software Engineer, Labtiva, Zagreb, Croatia – Responsible for backend development: design and implementation of new features, quality assurance, maintenance of existing systems. End-to-end responsibility for features toward CTO, CPO, and customers. Tech: MySQL, SQLite, AWS (SDB, S3, EC2), Rails, Ruby, JavaScript, mercurial, git.

- Became owner of all internal reports for user insights that management needed by being reliable in quality and delivery
- Delivered on time on scope critical cloud-syncing feature of the premium product by actively involving stakeholders
- Implemented within ambitions timeline web scraper for online journals needed to close new business partnership

Education: Master of Science in Computing, University of Zagreb, June 2011

- Rector's award 2010: Detection and recognition of traffic signs in video sequence
- National competitions in Informatics (algorithmic competition, placed 5th), Mathematics and Logic

Community work:

- Spoke at 10 conferences in addition to various meetups on technical and cultural topics, including: JAX 2017, conference with over 1000 attendees; and DoTW 2016, conference targeting C-level attendees with 2000€ per ticket
- Organizer of Software Craftmanship Berlin meetup from 2014 to 2016 where meetup went from 50 to 2500 members
- Organizer of SoCraTes 2015 & 2016 - International Software Craftmanship and Testing Conference
- Global coordinator for the Global Day of Coderetreat 2015 & 2016, an event spanning 100+ cities