Tobias Pfeiffer

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About

I'm an experienced leader & engineer deeply interested in **collaboratively building useful products** with experience ranging from **small startups to scaling unicorns**. I'm a **strong communicator** and I always look to **fill the gaps**. Most of my experience is in **Elixir, Ruby and SQL** while I have also worked with JavaScript. I love <u>Open Source</u>, partificipating in the <u>community</u> and giving <u>talks</u>. You can find topics I look into right now in my <u>blog</u>. Most recently I worked as a Senior Staff Engineer, but I also have experience in and enjoy being a manager. I'm happiest when I can remove blockers and **help people**. I am fascinated with the **human side** of software development, love mentoring and am always striving to hit **the right balance** between delivering value now and ensuring we're best setup to deliver more value later.

Work

Remote 04/2021 – 10/2023

Senior Staff Engineer (18 months) / Staff Engineer (13 months)

Working on a big Elixir & Phoenix monolith with a focus on the payments domain, automating processes to ensure safe, quick & reliable payments of millions while improving processes and technology company wide.

- Implemented multiple features to help our payments efficiency and product offering: automatic invoice payments, bank integration via PAIN XML to automate salary payments, enable direct debit for huge sums & allowing non local currencies
- Design and Implementation of central payment projects aiming to incorporate more providers
- Most senior engineer individual contributor for a long time, involved in high level technology decision making
- Introduced Background Job System to guarantee reliable asynchronous execution
- · Improved processes such as branching strategy (death to long lived branches!) and the RFC process itself
- · Advocated for hiring non Elixir engineers & setup a training camp and mentoring structure to help them succeed

<u>Shopify</u> — 08/2020 — 03/2021

Staff Developer

Engineering Lead for a team working in Ruby on Rails on topics ranging from local market adaptation, to legal and delivery promise.

<u>Self-employed</u> — 08/2019 — 07/2020

Freelance Leader, Developer & Consultant

Consulting, Teaching and Development.

- Helped a company develop their first Elixir project, introducing the technology to the team
- Work on a complex microservice metrics visualization application in Ruby & NodeJS
- Open Source Work on the code coverage tool <u>SimpleCov</u> thanks to <u>Ruby Together</u>
- Consulted on the design, architecture & implementation of an open source project, including implementation

Liefery — 11/2017 — 2/2019

Tech Lead (de facto Head of Engineering)

Led a product department of 15 together with the CTO, handling the day-to-day needs of the team.

- Helped, mentored & guided colleagues through 1o1s, pairing sessions, pull request reviews and knowledge sharing sessions
- · Ran retrospective and iteration meetings, continously adapting and improving processes
- · Architected and designed features with the squads
- Monitored application performance and fixed performance problems
- Screened and interviewed candidates
- Gathered problems and requirements to define and discuss solutions
- · Ran integration projects with customers and other involved parties

<u>_iefery</u>	01/2017 — 11/2017
Senior Software Developer (de facto Team Lead)	
Built and maintained applications to track shipments, plan tours and manage all required logistics dat Elixir and Phoenix as well as JavaScript (AngularJS, React).	ta in Ruby on Rails,
Functioned as interim-CTO during a sabbatical	
pitcrowd ————————————————————————————————————	01/2015 — 10/2016
Software Engineer	
Built applications, helping companies blossom. Worked as part of a team or team lead on customer p small. Introduced practices such as retrospectives and CI-servers and mentored juniors.	rojects big and
Self-employed Part-Time Freelancer	05/2013 — 09/2018
Occassionally projects related to teaching programming, such as an introductory course at Humboldt	-University Berlin.
Community	
Conferences	05/2012 — current
Speaker, Program Committee Member & Organizer	
like to speak at conferences to share knowledge and spread ideas. I have spoken at conferences suc ambdadays, Polyconf and Full Stack Fest (<u>overview of my talks</u>). I also helped organize JRubyConf & and was a member of the program committee of GOTO Berlin 2014.	
 My talks cover a wide range, from <u>Benchmarking</u> to <u>"Functioning Among Humans"</u> One of the main organizers and host for <u>Devs for Ukraine</u> 	
Open Source	08/2011 — current
Creator, Maintainer & Contributor	
live and breathe Open Source and contribute to a variety of projects big and small. This is a selectio projects I maintain or maintained.	n of bigger
 <u>benchee</u> a powerful and extensible benchmarking library for elixir and erlang <u>simplecov</u> the popular ruby code coverage tool 	
• <u>Shoes</u> an easy to use GUI toolkit written in JRuby that I also worked on as part of <u>Google Summe</u>	er of Code
Ruby User Group Berlin	10/2012 — current
Main Organizer	
A monthly meetup about Ruby and related technologies, with anywhere between 40-120 attendees. (Berlin Code of Conduct to ensure and promote a safe environment.	Co-created the
Rails Girls / code curious	06/2012 — current
Coach & Mentor	
Rails Girls helps to diversify the tech community by helping beginners to get in touch with programm workshops and since 2013 I also coach a weekly project group, the <u>rubycorns</u> , helping attendees group beyond.	=
Education	

Hasso Plattner Institute / Blekinge Institute of Technology (Erasmus) — 2008 − 2014 Bachelor & Master in IT-Systems Engineering

Final grade: 1.2 (A), Specialization in Software Architecture, Internet Security, agile & distributed software development

Skills

Enginneering Practices

- agile Software Development (XP/Scrum/Kanban)
- Test Driven Development (RSpec, ExUnit, Jasmine...)
- Pair Programming
- Version Control (git)

Leadership & Communication Skills

- Run and moderate meeetings such as Retrospectives
- one-on-ones
- · Mentoring and Teaching
- Empathy
- Eye for process improvements and bottle necks

Programming

- Object Oriented Programming (Ruby, Smalltalk)
- Functional Programming (Elixir, functional JavaScript)
- Web frameworks (Ruby on Rails, Phoenix)
- Benchmarking & Performance Improvements
- Web Technologies (HTML, CSS, JavaScript, JSON...)

System Architecture

- Database Design (SQL)
- Domain Driven Design
- Design Patterns
- Monoliths, microservices and the in-between
- APIs (modules, REST)

Languages

GermanEnglishSwedishFrenchNative speakerFull working proficiencyLimited working proficiencyBasic knowledge proficiency