

Filip Tepper

Engineer Manager, Tech Lead based in Warsaw, Poland

+48 668 194 320 | filip@tepper.pl | <https://filip.tepper.pl/> | <https://github.com/filiptepper>

Experience

Senior Engineering Manager SRE, Hopin LTD since 05/2022

- Built and led a team of embedded SREs
- Joined Hopin Events Engineering Leadership to contribute to efforts around reliability, observability & delivery
- Led observability & reliability audit and subsequent improvements
- Led efforts to reduce Datadog spending (immediate 30% savings)
- Led efforts to introduce platform and service SLOs & error budgets

Engineering Manager SRE, Hopin LTD 02/2021 - 05/2022

- Led SRE team (up to 8 engineers), led SRE group (up to 11 engineers)
- Transitioned team to Kanban workflow to align metrics with other Infrastructure teams and reduce the amount of unplanned work to less than 20%
- Took over & completed major AWS multi-account strategy restructure
- Interviewed SRE candidates in a hiring manager capacity
- Participated in cross-team efforts to enable company-wide efforts to introduce new tech stacks
- Worked with team / projects leads to committing to team self-enablement
- Ran performance improvement programs
- Worked with compliance teams to successfully complete 2 SOC2 audits
- Led efforts to decrease vendor spending up to 70% YoY

SRE, Hopin LTD 09/2020 - 02/2021

- Introduced Atlantis-based Terraform workflow for cross-team enablement
- Started efforts to migrate main applications from Heroku to Kubernetes on AWS EKS
- Added tooling / automation to reduce the SRE team's toil
- Assisted product engineering teams with AWS migration

Infrastructure Team Lead, Castle Intelligence Inc. 07/2019 - 08/2020

- Led Infrastructure (2 people) and Data Engineering teams (1 person)
- Participated in company-wide roadmap building
- Worked with other teams and managers to prioritize cross-team work and efforts
- Held regular 1:1s with team members

Senior Software Engineer, Castle Intelligence Inc. 04/2015 - 07/2019

- Joined as the first employee, participated in Y Combinator Winter 2016 Batch
- Worked with Ruby on Rails codebase
- Introduced Infrastructure as Code on top of Terraform and Ansible
- Introduced logging on top of ELK stack
- Introduced on-call rotation with PagerDuty
- Introduced application & server aggregation with Datadog
- Introduced numerous architecture changes, including adding Apache Kafka, Redis, Docker, DynamoDB, Aerospike, Elasticsearch to the technology stack,
- Laid out the groundwork for migration from a monolith architecture to event-based microservices with Apache Kafka
- Migrated EC2-based setup to Docker-based AWS ECS
- Created local development setup
- Tested and evaluated new solutions
- Worked on creating a remote-first async-friendly culture

Senior Software Engineer, Taptera Inc. 09/2012 - 03/2015

- Led Ruby on Rails development team for mobile APIs
- Led efforts to train developers and rewrite Scala backend to Ruby

Co-founder & CTO, Durszlak.pl 06/2011 - 02/2015

- Co-founded and developed the largest cooking website in Poland at the time
- Led development efforts, first with freelancers, then with hired developers
- Eventually sold the company to Phoenix Press (part of Bauer Media Group)

Senior Consultant, Freeport Metrics Inc. 10/2010 - 08/2012

- Designed and implemented numerous Ruby on Rails and SPA projects
- Worked with customers to manage projects, gather requirements, and prepare statements of work
- Released company-sponsored open source BI solutions on top of Pentaho Business Analytics with JRuby and ExtJS BI products

Team Leader, GG Network S.A. 08/2009 - 10/2010

- Led a team of 3 developers working on the of the most notorious Ruby on Rails websites in Poland at the time blip.pl
- Worked with teams to support integrations with internal applications and other protocols including Twitter and Jabber,
- Worked with the NOC team to ensure application reliability
- Led transition from MySQL-based Redis to asynchronous queue with AMQP on top of Redis for content distribution with aggressive caching on top of memcached and Varnish

Chief Technology Officer, more7 Polska Sp. z o.o. 01/2007 – 12/2008

- Led a team of 10 developers and testers
- Gathered customer requirements and created statements of work
- Designed application architecture, from LAMP stack to custom integrations with Asterisk VoIP
- Worked closely with sales and customer success teams to ensure smooth onboarding, apply customizations and reduce customer churn

Head of Software Development, bs4 business solutions Sp. z o.o. 05/2006 – 12/2006

- Led migration from PHP4 to PHP5
- Led migration from MySQL 4 to MySQL 5
- Led numerous CEM customer integration efforts, including email processing and analytics & automated SMS dispatch

Developer until 05/2006

- LAMP stack developer at various local companies

Education

Poznań University of Economics 09/2001 - 07/2006

Master's Degree in Management Information Systems

Wyrażam zgodę na przetwarzanie moich danych osobowych zawartych w mojej ofercie pracy dla potrzeb niezbędnych do realizacji procesu rekrutacji (zgodnie z Ustawą z dnia 29.08.1997 roku o Ochronie Danych Osobowych; tekst jednolity: Dz. U. z 2002r. Nr 101, poz. 926 ze zm.).