

Sebastian Thees

Cloud & Software Engineer – Organizational Designer – Leader.



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SUMMARY

I empower IT to boost added value by upgrading Software Engineering with Organizational Design.
Goal Oriented. Trusted. No Bullshit.

- Cloud Engineer / Software Engineer for 15+ years in various positions.
- Committed to lean agile organizations & future leadership principles. Highly empathic team player.
- Ambitious fast learner with passion to solve problems and to communicate.
- Looking for projects with team spirit and people with a positive attitude who are eager to learn and want to build great products for their clients.

JOB EXPERIENCE

Fullstack, Infrastructure & Cloud Engineer
dmTECH GmbH 📅 03/2022 - Present 📍 Karlsruhe / Remote

Key member of the Infrastructure and Software Engineering Team supporting Point-of-Sale products (cash registers) within the DM stores.

- **Organizational**
 - Fostered a strong engineering culture and a hands-on mentality to solve problems in a faster pace.
 - Reflected with division- and team-management in areas of organizational development to accelerate teams and execute strategy.
 - Focused on improving the end-to-end responsibility of the teams.
 - Advised the team in internal recruiting process.
- **Technical**
 - Implemented and maintained a new Kotlin spring boot service that connected the SAP System over REST with the in-store cash registers.
 - Helped to establish the architecture for configuring ~15000 cash registers in 15 countries.
 - Implemented AWX and Ansible pipelines that installed shared components (JDK, MariaDB, Log Shippers, Monitoring & Alerting etc.) for the teams.
 - Automated Google cloud Kubernetes engine (GKE) management with terraform and GitLab pipelines.
 - Developed AWX pipelines for supporting tasks.
- **Used Tech: Kotlin, Java, Typescript, GCP, Kubernetes, Spring Boot, Gradle, Terraform, GitLab CI, AWX, python, ELK, Grafana, Windows Server, PowerShell, Bash**

TECH STACK / SKILLS SHORTLIST

Programming Languages

[Typescript / Node.js](#) [Javascript](#)

[Java](#) [Kotlin](#) [Shell Scripting / Bash](#)

Frameworks & Platforms

[Express](#) [Next.js](#)

[Spring / Spring Boot](#)

[Google Cloud Platform](#)

Infrastructure & Tools

[Docker](#) [Kubernetes](#) [Terraform](#)

[GitHub & GitLab](#) [OpenAPI](#)

[REST & GraphQL APIs](#)

[Microservices / 12 Factor Apps](#)

Databases

[MongoDB](#) [Firestore](#) [Redis](#)

[Postgres](#) [JDBC / Hibernate](#)

[MariaDB](#)

Soft Skills

[Leadership](#) [Good Listener](#)

[Critical Thinking](#) [Teamwork](#)

[Trustworthy & Reliable](#)

[Enjoy My Work](#)

JOB EXPERIENCE

Software Engineer / Cloud Engineer

fulfillmenttools (OC Fulfillment GmbH)

📅 01/2020 - 02/2022 📍 Cologne, Germany

Cloud native SaaS Platform for omnichannel fulfillment clients in e-commerce

- "Hybrid" role as the first software engineer in the company to bootstrap the organization. A mix of laying out the technical foundation as well as advising management on how to build the company from organizational aspects.
- Initially set up the SaaS platform in almost all technical aspects e.g. guide the software and infrastructure architecture, selection of languages and tools, design of the process to deliver value to the customer quickly and reliable.
- Responsible for design and implementation of the build and continuous deployment pipeline leveraging a multi-tenant approach (separate environment per customer) enabling extreme scaling the SaaS platform.
- Established the initial ITSM / support processes and provided supportive monitoring and alarming. Took also part in the rolling on-call team.
- Reflected regularly about problems and subsequently proposed new approaches on how to scale the platform and build the backend interfaces mitigating bugs and communication overhead.
- Mentored new employees to help them to get started and served as a trustful team member and lateral leader.
- Conducted most interviews of applicants for technical roles.
- **Used Tech: Typescript, Node.js, bash, Google Cloud Platform / serverless technologies (App Engine, Cloud Run, Cloud Functions, Google Endpoints, Firebase), GitHub Actions, Docker, Terraform, Firebase, MongoDB, REST APIs, GraphQL**

Research Engineer / Senior Software Engineer

REWE digital

📅 07/2019 - 12/2019 📍 Cologne, Germany

- Research Engineer in Artificial Intelligence / Computer Vision for image classification.

Senior Software Engineer

REWE digital

📅 11/2015 - 06/2019 📍 Cologne, Germany

Part of the e-commerce checkout tribe in the team responsible for shopping carts and product updates:

- Led (lateral leadership) as a member of a 3-6 person cross-functional team for the conception, implementation and maintenance of shopping cart microservices (REST API and UI).
- Consulted product owners and architects in business and technical questions.
- Coordinated teams about common features, architecture and collaboration
- Conducted applicant interviews, helped to shape the process and assessed candidates.
- Counselling management on collaboration and organizational issues in the context of technology.
- **Used Tech: Java, Kotlin, groovy, Typescript, Docker, Kubernetes, Google Cloud, Ansible, Tomcat, Postgres, React.js, Kafka, Redis, microservices architecture, Spring Boot, REST API, ELK, Jenkins, Bamboo, Debian**

CERTIFICATIONS

ITIL Foundation

APMG International

Professional Scrum Master (PSM I)

scrum.org

Professional Scrum Product Owner I (PSPO I)

scrum.org

IREB® Certified Professional for Requirements Engineering-Foundation Level

IREB GmbH

ISAQB® Certified Professional for Software Architecture

iSAQB® – International Software Architecture Qualification Board

Prince2 Foundation

APM Group

Sun Certified Java Programmer, Java 6, SCJP 6

Sun Microsystems

PASSIONS



Create business value



Organization Design based on System Theories



Travelling and enjoying life

MY PHILOSOPHY

Do not look for mistakes, look for solutions.

Henry Ford

Nothing broadens one's own perspective more than the opinion of someone who thinks differently.

Christine Harder

A bad system will beat a good person every time.

Edward Deming

Senior Software Engineer

commercetools 📅 03/2017 - 08/2017 📍 Durham, NC, United States

Part of 'commercetools labs' team located in Durham, NC, USA.

- Developed the first proof-of-concept of an app-store-like integration service to the commercetools frontend called 'merchant center' by which customers could enhance their feature set by booking feature-apps that got installed and configured automatically in the Google Cloud.
- Originally started as a small task, the proof-of-concept led to 'commercetools labs' within the company to experiment with innovative ideas.
- **Used Tech: Node.js, Docker, Kubernetes, Google Cloud, JavaScript, React.js, Redux**

IT-Consultant / Software Engineer

T-Mobile Deutschland GmbH / T-Systems International GmbH

📅 02/2012 - 11/2015 📍 Bonn, Germany

Part of the Designtime Team of SOA Backplane with Deutsche Telekom AG.

- Designed and implemented the SOA Backplane service repository which held business services for T-Mobile and T-Home.
- Enhanced model driven software approach (MDA) to generate database layer, entities, rich-client GUI (Eclipse RCP) and web GUI, thus enabled rapid changes of the whole SOA repository by just changing the UML model.
- Coordinated feature development between SOA repository and SOA runtime team which led to a better joint understanding of features, improved the quality and reduced customer complaints.
- Analyzed, raised and estimated business requirements, realized and documented features, supported and trained testing departments from India and Russia about the software.
- Advised the operations department during go-live and production incidents yielded in minimal downtime of the application.
- Counseled the release management and supported in the release roadmap process concluded in an optimized delivery for customers.
- **Used Tech: Java, UML, Hibernate, Eclipse RCP, Oracle DB, JBoss, OS: Solaris, Red Hat Enterprise Linux (RHEL)**

IT-Consultant / Software Engineer

Deutsche Telekom 📅 04/2008 - 02/2012 📍 Bonn, Germany

Part of the Runtime Team of SOA Backplane with Deutsche Telekom AG.

- Developed the national and international central SOA infrastructure runtime component "CAL" (serving HTTP and JMS) to fulfill the business needs of T-Mobile and T-Home BSS.
- Optimized the application to near real time performance resulting in low latency communication for the clients.
- Established a new agile development process using SCRUM within the team which dramatically improved lead and cycle time.
- Introduced continuous integration to the project with end-to-end testing the built components that ensured high quality results and fewer bugs.
- Responsible for operation and third level support of the legacy SOA infrastructure.
- Responsible for the migration of the legacy SOA bus to the newer "SOA Backplane".
- Supported customers in the transition phase that rendered an earlier shutdown of the legacy SOA than originally planned.
- **Used Tech: Java, JMS (Tibco EMS, IBM MQ and ActiveMQ), HTTP(S), Web Services, Tomcat, Weblogic Application Server, Teamcity**

EDUCATION

Future Leadership Organizational Designer for agile teams and companies

intrinsicify Future Leadership Academy  2020

Master of Science in Computer Science (M.Sc.)

Bonn-Rhein Sieg University of Applied Sciences

GPA
3.9 / 4.0

 2005 - 2007  Sankt-Augustin, Germany

Bachelor of Science in Computer Science (B.Sc.)

Bonn-Rhein Sieg University of Applied Sciences

GPA
3.5 / 4.0

 2002 - 2005  Sankt-Augustin, Germany

LANGUAGES

German Native ●●●●● English Proficient ●●●●●