Dmitry Kisler

Empowering leader driving exceptional products delivery

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WORK EXPERIENCE

***Engineering Manager* at OLX Group from 2021-10 to 2023-05 (Remote, DE)**

- Established two teams, and led one of them: the team of five software and infrastructure engineers on the mission to deliver the streaming platform for reliable real-time data movements between business domains. The delivery followed a combination of prototype-driven development, RDD, TDD, XP, Lean and DevOps practices.
- Initiated development of SDK for Golang and JVM to facilitate the platform's adoption by stream-aligned (feature) teams.
- Created cross-department collaborative environment to streamline the development and adoption. The platform was adopted by 12 business domains across all OLX EU business units within one fiscal year.
- Contributed to the company-wide adoption of the decision framework based on RFC and ADR.
- Contributed to the company-wide adoption of C4 Model to facilitate knowledge sharing.
- Enabled four engineers for promotion.

***Senior Software Engineer* at Priceloop from 2021-01 to 2021-09 (Remote, DE)**

- Used Golang, Python and AWS to build the product's logic from scratch as the main contributor.
- Established the core team following prototype-driven development, XP, Lean and DevOps practices.
- Mentored two peers. They gained confidence to found own companies within a year after my departure.

***Senior Software Engineer* at Delivery Hero from 2020-06 to 2020-12 (Remote, DE)**

- As the founding team's engineer, I did end-to-end delivery of a machine-learning based webapp to facilitate marketing campaigns management. I used Python, react and GCP and followed prototype-driven development and XP practices.
- Contributed to design of a new data platform based on kubernetes, airflow and bigquery.
- Maintained existing data pipelines executed on a VM cluster orchestrated by jenkins.
- Mentored three data scientists to enable them for effective value delivery following Lean approach. They became accustomed to shipping unit-tested Python applications following continuous delivery principles.

***Engineering Manager* at Crosslend from 2020-01 to 2020-04 (Berlin, DE)**

- Established the team of five data engineers and scientists to build data platform to accelerate business growth.
- Used Python, airflow and kubernetes to bootstrap the solution: the integration effort was cut from week to day.

***Lead Data Scientist* at About You from 2019-09 to 2019-12 (Hamburg, DE)**

- Established the team of six ML engineers and data scientists to build a price-optimisation engine.
- Used Python and GCP to build an MLOps platform; it accelerated development of models by the factor of 100.

***Data Engineering Team Leader* at Spark Networks from 2018-09 to 2019-08 (Berlin, DE)**

- Established the team of seven data, software and infrastructure engineers for effective data platform delivery following XP, Lean and DevOps practices.
- Created cross-department collaborative environment to streamline delivery and adoption of a new data platform while maintaining existing solution to prevent reports delay exceeding an hour.
- Used Python, AWS Lambda, Snowflake and Segment to bootstrap new data platform. Consequentially, it was released and adopted for critical use cases within two quarters.

***Data Scientist and DWH Manager* at Goodgame Studios from 2017-08 to 2018-08 (Hamburg, DE)**

- Used Python, R, Java, C, Vertica, Hadoop and tableau to maintain and develop critical data pipelines and reports.
- Led the data science research contributing to the company gain of over 100k Euro through effort optimisation.

***Data Scientist* at Maritime Data Systems from 2016-11 to 2017-07 (Hamburg, DE)**

Used R and Postgis to perform data science research and develop algorithms and core business logic for trusteddocks.com.

Consultancy and side projects at dkisler.com since 2017 (Remote)

- Design and build distributed systems following TDD, XP, Lean and DevOps practices.
- Help clients to build and scale engineering teams.
- Contribute to OSS: neon-go-sdk, terraform-provider-neon, gbqschema-converter etc. See more: dkisler.com/projects.
- Founded diagramastext.dev to improve knowledge sharing in software industry using generative AI.

***Researcher* from 2013 to 2017 at CERN and DESY (Geneva, CH; Hamburg, DE)**

Details can be provided upon request. Publications: Phys. Rev. Lett. 115 (2015), Phys. Rev. C. 96 (2017).

LEADERSHIP AND INTERPERSONAL SKILLS

- *Empathy and people-centricity*: I focus on creating thriving work environments by following BICEPS principles. My number one priority is health, mental health in particular, of myself and my colleagues. As a person who experienced burnout and mental breakdowns, I was able to help other engineers with similar problems.
- *Self-awareness*: I employ mindfulness for behavioural course correction to minimise the impact of unconscious biases.
- *Effective communication*: I can grasp the essence of a complex matter to convey the message adjusting for the audience.
- *Attention to details*: I have a natural ability to spot patterns and identify outliers in tech and people behaviour.
- *Think big, act small*: I guide teams to focus on pain-points with the big picture in mind.
- *Resiliency*: I am capable to handle pressure and uncertainty and can effectively shield others from negativity of those factors.

PRODUCT DEVELOPMENT PRACTICES

My moto is "*simple made easy*", and I build effective teams following the principles in line with the *agile manifesto*:

- *Radical prioritisation*: commit the effort according to the customer needs only;
- *Quality over quantity*: the end product is only what counts, not the number of concurrently executed initiatives;
- *Explication over implication*: keep the risks under control by sharing *clear rationale* behind the decision;
- *Disagree and commit*: focus on effective outcome delivery once the commitment decision is made;
- *Shape-up*: be *pragmatic* and follow *prototype-driven development* to gather customers' feedback as fast as possible.

I worked with these techniques for my teams to deliver high-quality products keeping risks and effort investment under control:

- DevOps principles with continues value delivery and end-to-end product ownership;
- Combination of eXtreme Programming (XP), Lean development, SCRUM and Kanban practices;
- Test Driven Development (TDD), Domain Driven Design (DDD) and Readme Driver Development (RDD);
- Objectives and Key Results (OKR);
- Metrics: DORA, "Coding days", "Time-to-merge", "Time-to-first-comment".

TECHNOLOGIES

I find that solutions of business problems are based on tradeoffs, including the choice of technologies. I worked with:

- OS: Linux, Unix;
- Scripting: shell, gnuMake, cmake;
- Transport and serialisation protocols/formats: TCP, HTTPS, gRPC, AVRO, Protobuf, Parquet, JSON, XML, YAML;
- Programming languages: Golang, Python, JavaScript, TypeScript, Dart, R, JVM: Kotlin, Java, C, PHP;
- Query languages: SQL, graphQL;
- Code version control systems: Git, SVN;
- Frameworks: Sanic, Spring Boot, ReactJS, NextJS, ViteJS, Flutter;
- AWS: IAM, VPC, TGW, S3, API Gateway, Faregate, ECS, ECR, EKS, ECS, Cognito, Lambda, Redshift, Aurora, Amplify, Batch, DynamoDB, SNS, SQS, Kinesis, Sagemaker, CloudWatch;
- GCP: IAM, VPC, GCS, API Gateway, Cloud Run, App Engine, GKE, VM, Cloud Identity, Cloud Function, BigQuery, PubSub;
- IaC: Terraform, Terragrunt, Serverless framework;
- CI, CD: github actions, gitlab CI, travis CI, circle CI, Argo CD;
- OCI and Containers orchestration: Docker, Kubernetes, Docker Swarm;
- Monitoring/tracing: Prometheus, DataDog, NewRelic, Jaeger, OLTP protocol;
- Storage: Postgres, MySQL, etcd, MongoDB, CouchDB, Redis, Snowflake, HPE Vertica, HDFS;
- Streaming: Apache Kafka;
- Data processing: Apache Flink;
- CDC: Debezium;
- Tasks and workflow orchestration: cron, Apache Airflow, Prefect;
- Dataviz: Grafana, Kibana, Tableau, QlickView, QuickSight, Looker, Metabase, Apache Superset;
- Notebooks: Jupyter Notebook, Apache Zeppelin;
- Markup, styles and static site generators: HTML, CSS, LaTeX, Markdown, Hugo, MkDocs;
- Machine learning: PyData stack, XGBoost, Tensorflow, GluonTS, ML transformers and LSTM, Flair NLP.

FORMAL EDUCATION

Master of Science in Fundamental Physics specialised in Nuclei, Particles, Astroparticles and Cosmology granted by *Université Paris-Sud in 2013* with the *Cum Laude* honours.

Bachelor of Science in Physics granted by *Novosibirsk State University in 2011* with the *Summa Cum Laude* honours.