

Summary

As a tech lead, I enjoy fostering learning-mindset environments in teams, where people can feel safe to learn and grow. I enjoy building high-performance delivery teams, that produce valuable products for its customers/users. I have summarized these principles on what I call [manifesto of a happy team](#).

I work with cross-functional teams to bring ideas to backlogs and deliver them to production, I believe that data-driven management is a tool that enables growth and uses disciplined agile to enable teams to be autonomous and self-organized. I am as well passionate about writing software, technical documentation, and infrastructures that improve the developer experience of the team I am working with.

Recent Experience

Eng. Manager · [Open Reply](#)

Aug 2020 - Present

- Lead 5 engineering teams in a project to bring an existing native product to the browser.
- Introduced data-driven incremental improvement
- Product was developed as a micro frontend architecture vueJS, Storybook, Jest, Cypress, Webpack and Web Components, and delivered via a continuous improvement delivery process.
- Launched in-house video call web app bug-free, performant and with a customer centric approach.
- Video conferencing web app used WebRTC, Amazon Chime, TensorFlow.JS and Canvas API.
- Scaled a web frontend engineering team from 2 to 18 engineers, held regular 1:1 to coach the team, and managed internal as well as external stakeholders as the primary point of contact. Responsibility includes roadmap planning for multiple teams.

Senior Developer · [Publicis Sapient](#)

Apr 2014 — Jun 2020

- Led global product development for DHL, Porsche, Bosch, and Lufthansa.
- Data-Driven UX
- Management responsibilities included technical roadmap ownership as well as leading and growing a cross-functional teams, balancing the needs of client stakeholders and product owners, making sure products are maintainable, implementing unit test methods as well as high performance git and PR workflows.
- Special focus on UX/UI, WCAG 2.1, unit testing and clean code principles.
- Coach and partner with Client Stakeholders and Product Owners on agile delivery methodologies
- Architecture dimensions were in most of cases: maintainability, performance, testability and usability.

Skills

Technical/Tools

- Testing: Jest, Karma, Mocha, Chai, Jasmine, cypress, (unit and integration tests)
- Vue, React, Redux, ES2015+, Web components, WebRTC, Web Accessibility
- Living styleguides, component APIs, figma, zepling
- Frontend architecture design, Microfrontends, monorepo, CI/CD,
- Webpack, Rollup, Babel, Typescript, frontend tooling & DX

Non-Technical

- Customer centricity balanced with business needs
- Lean agile mindset
- Cross-Functional teamwork
- High performance delivery
- Feedback, difficult conversations, expectations management
- Client and stakeholder management
- Roadmap and backlog definition
- Continuous learning mindset, feedback culture
- Diversity of thought advocate

Older Experience

Scanbot · Jan 2013 — 2014

- Product development of a multi-platform app to manage documents.
- Development of web-based settings dashboard with ClojureScript, Functional Programming, SASS and HTML5.

LaPatilla.com · May 2011 — Jul 2012

- Develop and maintain digital newspaper
- Manage infrastructure, scalability of servers and mitigate DoS attacks.
- Manage digital advertisement and stakeholders

Tinvalero & co · May 2010 — Dec 2012

- Develop service and product websites
- Develop Wordpress themes and plugins
- Establish SEO, hosting and content guidelines

Education

Universidad Centro Occidental Lisandro

Alvarado, Barquisimeto, Venezuela

Informatics engineer · Mar 2010

Universidad Católica Andrés Bello, Caracas, Venezuela

Specialist in Organizational Development (degree not completed) · May 2012

Community Engagement

Lead of the Diversity & Inclusion community at Publicis Sapient Cologne

- Creation of the D&I community in the office
- Empower community to create D&I activities
- Host of Global Diversity CFP day 2019, leanIn Circle and several Round tables

Speaker at C'T Web Dev 02-2020 — Unit testing

- How to speak “boss language” to get time to unit test
- How to write accurate unit tests
- slides available in [noti.st](#)

Speaker at sthlm.js 05-2017 — How to deliver high quality code

- How to write high quality code for the real-world developers.
- video available in YouTube

Speaker at Publicis Sapient 2015 — Developing cross cultural intelligence

- What Cross-Cultural intelligence is
- How to bridge cross cultural gaps

Contributions to Open Source

- [Webpack-cli](#)
- [Fit-commit-js](#)
- [Karma-webpack](#)
- [Gulp-sass-glob](#)
- [Sc5-styleguide](#)
- [Angular-translate](#)