Tom Bakowski

Software Engineer

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PROFILE & PROFESSIONAL SUMMARY

I am an experienced Senior Software Engineer with over a decade of experience in the software development industry. Initially starting as a full-stack developer, I have progressively specialised in front-end development in my most recent roles. Throughout my career, I have demonstrated dedication to professional growth and a well-organised approach to my work.

My professional path has seen me evolve into roles of increasing responsibility, including positions as a Team Lead and Staff Engineer. In these roles, I have effectively managed numerous projects to successful completion, demonstrating my technical proficiency, disciplined work ethic, and ability to lead and inspire teams. My skill in fostering team collaboration has been integral to achieving collective success and project excellence.

In a key role at Integrate, I served as a Team Lead, where I guided a team of five in enhancing SaaS dashboards and API integrations, and developed a scalable Next.js proof-of-concept. At Akkroo, I led GDPR compliance initiatives and improved front-end and back-end features, elevating product functionality and user experience. My career began at Omniquad, where I played a key role in developing a virtual training facility and optimising the marketing website.

My career has been a blend of professional experience and self-directed learning, constantly updating my skills in various applications and technologies to stay at the forefront of industry developments. I am eager to apply my comprehensive experience, innovative problem-solving approach, and proven leadership in a new team. I aim to continue delivering high-quality, efficient software solutions and guiding teams towards achieving their goals in my next role.

EMPLOYMENT HISTORY

Team Lead & Staff Engineer (Front-End Focus), Integrate, London
APRIL 2019 – OCTOBER 2023

- Contributed to the development of SaaS dashboards and API integrations, enhancing user experiences and boosting operational efficiencies.
- Built a proof-of-concept for an existing service using Next.js, showcasing the potential for technological advancement and future scalability.

- Maintained and optimised legacy services from the Akkroo era, ensuring business continuity and customer satisfaction.
- Oversaw a team of five developers as Team Lead, fostering collaboration, mentorship, and high-quality code delivery.

Full Stack Developer, Akkroo (Acquired by Integrate), London
JANUARY 2016 – APRIL 2019

- Redesigned queue processing architecture, transforming it into a multi-threaded scalable system.
- Spearheaded GDPR-compliance initiatives, developing comprehensive scripts for data audit and purification across SQL and MongoDB databases.
- Implemented a myriad of front-end and back-end features, including business card transcription services, dashboard admin tools, and product APIs.
- Contributed to code quality by actively participating in PR reviews, learning from peer feedback, and staying updated with industry trends and training.

Full Stack Developer, Omniquad, London
APRIL 2012 – JANUARY 2016

- Pioneered the creation of a virtual training facility, encompassing user authentication, admin dashboards, and interactive training modules.
- Developed key product components like data auditing services and email discovery tools.
- Managed and optimised the company's marketing website, enhancing brand presence and user engagement.

EDUCATION

BSc (Honours) Computing and IT (Software Route), Open University
October 2023 – Expected Completion 2027

Pursuing a bachelor's degree with a focus on software development to enhance my technical skills and knowledge, with an intention to advance to a master's degree.

Archaeology, University of Warsaw
2000 – 2003

Engaged in detailed research and data analysis, developing a meticulous approach to work.

A Levels
1998

Completed secondary education with a comprehensive grounding in various academic subjects.

SKILLS

Technical Proficiency:

- **Programming Languages**: JavaScript, TypeScript, PHP, Python
- **Web Fundamentals**: HTML, CSS
- **Front-End Development**: React, Next.js, TailwindCSS, Styled-Components
- **Backend Frameworks**: Node.js, Laravel, NestJS
- **Database Management**: MongoDB, PostgreSQL
- **Development & Operations**: Docker, Bash, Linux, Git, Git Workflow, CircleCI
- **Testing & Quality Assurance**: Jest, Selenium
- **Cloud Services**: AWS (including S3, SQS, EC2)
- **Web Performance & SEO**: Basic SEO best practices
- **Authentication & Security**: OAuth, JWT

Leadership & Management:

- Leading and managing development teams
- Project direction and motivational guidance
- Team member mentoring and professional development
- Project lifecycle management and team coordination
- Liaising with cross-functional teams, clients, and stakeholders

Project Management:

- **Development Methodology**: Agile, Lean
- **Frameworks & Practices**: Scrum, Kanban, DevOps, DORA metrics
- **Tools**: Jira, Confluence, Trello

Soft Skills:

- Communication
- Teamwork & Collaboration
- Problem-Solving
- Time Management
- Resourcefulness

Languages:

- **English**: Proficient
- **Polish: Fluent (Native)**

HOBBIES

Electronics & Raspberry Pi Projects:
Engage in hands-on electronics projects, utilizing Raspberry Pi to bridge the gap between software and hardware. This hobby not only fuels my passion for technology but also sharpens my problem-solving skills and understanding of embedded systems.

Progressive Rock Enthusiast:
Dedicated follower of '60s and '70s progressive rock, appreciating the complexity and innovation in the music of bands like King Crimson and

Genesis. This interest reflects my love for creativity and complexity in my professional work as well.

Role-Playing Games:
Passionate about RPGs, from live sessions to their video game adaptations. This hobby has honed my strategic thinking and storytelling skills, which I find beneficial in team collaboration and project planning.

REFERENCES

Available upon request.