

Raz Shuty

“The road to freedom is a beautiful system”, Phil Jackson

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https://somehowmanage.blog/

Recent Experience

Wikimedia Deutschland: Engineering Manager, Feb 2018 - Present

- Create growth opportunities for team members and address gaps via non-technical skills mentoring/technical skill mentoring with the help of the Tech-Leads and performance management. help people reach their full potential!
- Create a high performing and positive work environment based on open communication, agile principles, accountability, and trust.
- Instill a spirit of continuous improvement in the team's code, architecture, and processes
- Connect with other teams to unblock dependencies, provide visibility and transparency to team progress on product initiatives
- Support the Product Manager and Tech Lead in project planning and continuous process improvement for an optimal flow of value
- Build a team culture that is collaborative, inclusive, and respectful, but that also drives to deliver.
- Work closely with the team and the recruiting team to hire high potential engineers from diverse backgrounds

Kapilendo: Engineering Leader, March 2017 - February 2018

- Formed a process around the chaos, introduced an agile process that includes daily planning and a retrospective so small incremental changes and organically happen and come from the team itself.
- Introduced git flow process from the development machine to our main branch that includes static code analysis, unit testing and code review.
- Created processes to improve delivery and teamwork.
- Improved visibility of what is being worked on and what is on the pipeline.
- Mentor developers and try to find the right path for each developer according to their aspiration and the company needs.
- Introduced HealthEndpoint, Build pipeline in code and Unit testing to the team.

Auctionata: Engineering Leader, November 2015 - March 2017

- Led 3 teams simultaneously of ~5 people each (13-16 people total) in various projects starting from designs to working products.
- Forming a 'one-unit' feel to achieve a common goal within the teams, over individualistic approach.
- Understanding the difference between the expectations of seniors and juniors and finding the motivation for each individual person to improve and grow in the company.
- A very product-driven approach, where I understand that in the end what's really important is to deliver the best product to the customers, sometimes over technology.

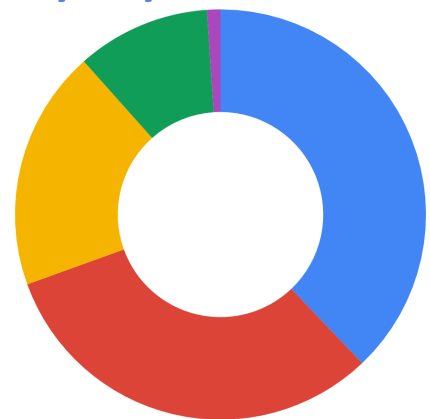
In my past (Hands-On)

- **WhereHouse:** Co-Founder, CTO. July 2017 - February 2018
 - Angular 2, .Net Core, CD, CI, DDD, Ruby
- **Auctionata:** Senior Software Engineer, Nov 2014 - Nov 2015
 - NodeJs, Angular, .Net, CD, CI, RabbitMQ, Mongo, Elastic
- **PicScout:** Senior Software Engineer. June 2013 - October 2014
 - KnockoutJs, .Net, MsSql
- **Sizmek:** Tech Leader. June 2012 - June 2013
 - .Net, KnockoutJs, MsSql, Flex
- **Sizmek:** Software Engineer. April 2011 - June 2012
- **AutoMind:** Co-Founder, CTO. January 2012 - October 2014
- **Fringland:** Software Engineer. May 2010 - April 2011
- **BMC Software:** Software Engineer in Test. November 2008 - May 2010
- **InLive Interactive:** Student QA. February 2008 - November 2008

Professional Intro

- Able to speak to both decision-makers and junior staff in a tactful and sensitive manner.
- Establishing good working relationship with colleagues.
- Ability to negotiate and mitigate risks and lead by influence.
- Friendly and upbeat attitude.

My Day



- Mentoring and helping people grow
- Making sure the present is ticking
- Planning for the future
- Self-Reflection
- Coffee

Hobbies

- Watching TV (TNG, The Office US)
- Sleeping
- Eating
- Triathlons

Languages

- Hebrew - Native
- English - Native
- German - B2.2

Proudest!

- My Son!
- Ironman Finisher
- Recommendations from former team members: [LinkedIn](#)

Tech Stuff

JS, Angular, .Net, Node, Ruby, Selenium, Grunt, Vagrant, MongoDB, Sql, Elastic, Git...