

SERBAN MARTI

ENGINEERING MANAGER, TECH LEAD & STAFF ENGINEER

CONTACT

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EDUCATION

Bachelor's in Computer-Science, Eng.

Babes-Bolyai University

2010 - 2014

Master's in E-Business

Babes-Bolyai University

2017 - 2019

PROFILE

With over **15 years in the tech sector**, I've cultivated expertise as an Engineering Manager, Tech Lead, and Staff Engineer. I've headed cross-functional teams of up to 20 individuals, applying strong management principles to foster innovation and results. My portfolio as an engineer is diverse: from custom data mining tools, data sharing platforms, multifaceted backend microservices, to implementing cybersecurity solutions and harnessing AI & LLMs for streamlined operations.

I've led projects that use cloud technologies, microservices architecture, continuous delivery, and modern interfaces between humans and computers, with practical experience in both back-end and front-end development. I also have experience in building enterprise architectures that can grow and adapt. Furthermore, I'm skilled at using agile methodologies, leading teams with a focus on strategy, and managing projects effectively.

I'm now looking for a new challenge in a high-impact role and believe I can use my experience to help companies reach their goals, driving technology forward and leading teams to success.

WORK EXPERIENCE

Staff Engineer

Cable - fintech - UK remote - 11-50 employees 2021 - 2024
All-in-one financial crime effectiveness testing platform that helps banks comply with financial crime requirements.

As a founding engineer, I lead the development and execution of pioneering fintech software, specifically designed to meet the rigorous compliance standards of the banking industry. My role encompassed a blend of technical expertise, strategic oversight, and leadership, which was instrumental in propelling the company's vision and technological advancement. Some of the contributions and responsibilities covered:

- Leadership and Vision:** Established open lines of communication with stakeholders, leading to solutions that aligned with our strategic vision. Played a key role in decision-making, ensuring actions supported the company's long-term goals.
- Process Focus:** Evaluating processes and procedures to identify areas that need optimization. Building, setting up, and improving systems and procedures. Ensuring compliance with industry standards of cybersecurity.
- Exploration:** Leading pilot projects to assess new solutions and technologies, and integrate them into our systems. Encouraged the adoption of practices and tools to keep us at the forefront of the industry.
- Project and Team Management:** Lead multiple cross-functional project squads (10 people) with a focus on strategic alignment, optimal utilization of resources and excellence in delivery. Ensured projects were completed on time and within budget.
- Mentorship and Professional Development:** Regularly engaged in one-on-one meetings with team members, fostering their growth through guidance and feedback, and promoting a culture of continuous learning.
- Technologies and Tools:** Go (Golang), Python, Node.js, TypeScript, JavaScript, React, gRPC, Protobuf, REST, PostgreSQL, Redis, BigQuery, Docker, GCP, AWS.

(Consultant) Senior Backend Engineer

Upfort - cybersecurity - US remote - 11-50 employees 2019 - present
Award-winning security and robust cyber insurance to deliver comprehensive cyber risk solutions

As a pivotal figure in the engineering team, I lead the charge in architecting and refining a suite of cybersecurity tools, critically enhancing our clients' defense mechanisms against ever-evolving digital threats.

My role was instrumental in driving the development of scalable, resilient microservices and pushing the use of LLMs for more advanced and reliable vulnerability detection solutions.

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ENGINEERING SKILLS

- Go (Golang)
- Python
- JavaScript/TypeScript
- NodeJS
- gRPC & REST
- PostgreSQL
- LLMs
- Backend

EXPERTISE

- Strategic vision & stakeholder communication
- Fostering professional growth & continuous learning
- Management & leadership of cross-functional teams
- Mentoring & coaching for professional development
- Cultivating a strong & collaborative culture
- Microservices & cloud solutions
- Innovative problem solving

Some key highlights of my contributions and achievements:

- **Advancements in Network Security:** Lead the design and implementation of a dynamic network scanning toolkit, significantly amplifying our ability to identify vulnerabilities across exposed software. This tool became central to our offering, providing clients with unparalleled insights into potential security breaches.
- **AI-Driven Solutions for Enhanced Security:** Championed the integration of AI and Large Language Models (LLMs) in processing and analyzing vast datasets. This initiative bolstered our threat detection capabilities, enabling reliable insights into potential cybersecurity threats and automating complex decision-making processes.
- **Comprehensive Security Tools Development:** Developed a suite of specialized scanners for a broad range of client services, including cloud platforms and email systems. These tools offered robust detection capabilities, strengthening our clients' cybersecurity posture.
- **Vulnerability Research and Zero-Day Threats:** Dedicated to continuous learning and research, I helped keep our team at the forefront of cybersecurity by identifying new vulnerabilities and zero-day threats. This proactive approach ensured our tools and systems were capable of delivering immensely valuable new insights to our customers.
- **Technologies and Tools:** Node.js, TypeScript, JavaScript, Python, Go (Golang), REST, RPC, RabbitMQ, PostgreSQL, Redis, DynamoDB, Firebase, Docker, GCP, AWS, ChatGPT, OpenAI, PaLM, Gemini, VertexAI.

Engineering Manager, Tech Lead & SME

2019 - 2021

NTT Data - consulting - RO hybrid - 10k+ employees

Trusted global innovator of IT and business services, helping clients transform through consulting, industry solutions, business process services, digital & IT modernization and managed services.

In my multifaceted role at NTT, I excelled not only as a technical leader, but also in steering complex software development projects to fruition. My time was marked by a dual focus on technical solutions and the cultivation of high-performing teams. Shaping the company's technical direction, fostering an agile and innovative culture, and building a framework for continuous improvement and learning are among my achievements.

As a Subject-Matter Expert across the Go & Python divisions, I evaluated business operations and processes, recommending technical solutions and determining software development requirements; provided subject expertise and guidance to developers during the software development life cycle.

Projects I was hands-on with included: **Cybersecurity Focused Microservices** for data-driven functionality; **IoT ML API** for a vision-based ML solution for human detection; **IoT Device Management** tooling for remote management of IoT devices deployed around the world.

Leadership & Management:

- **Technical & Team Leadership:** In charge of diverse, multidisciplinary teams, task management and coaching, fostering both personal and professional growth (15 people).
- **Division Management:** Leading the Go & Python divisions, I was instrumental in guiding the technical and strategic direction, as well as mentoring, growing and coaching the existing talent within the company, directly contributing to the organization's broader objectives.

Technologies and Tools used in this role: Go (Golang), Python, Node.js, TypeScript, React, gRPC, Protobuf, REST, Redis MQ, PostgreSQL, Couchbase, Docker, GCP.

Senior Software Engineer

2016 - 2019

Telenav - navigation - RO on-site - 500-1k employees

Leading provider of connected car and location-based software and services.

I was pivotal in creating automation tools that significantly enhanced both the software development lifecycle and Quality Assurance processes. My leadership in architectural design, development, maintenance, and upgrade of these tools streamlined operations and improved the overall quality of the products being delivered.

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Here are some key highlights of my contributions and the impact they made on the organization:

- **End-to-End Development:** Led the full-cycle creation of in-house automation tools, from architectural design through to implementation, significantly improving SDLC and QA efficiency.
- **APIs:** Developed high-performance APIs for real-time monitoring of development and QA processes, enabling rapid iteration and product quality enhancements.
- **Agile Project Leadership:** Demonstrated exceptional project management skills, leading cross-functional teams to achieve milestones efficiently and with high standards.
- **Mentorship and Training:** Enhanced team technical skills through workshops and training on new software engineering principles, facilitating the seamless adoption of in-house technologies.
- **Continuous Improvement Advocate:** Championed the integration of cutting-edge technologies, such as CI/CD pipelines and containerization, to enhance development processes and foster a culture of continuous improvement.
- **Collaboration and Knowledge Sharing:** Played a critical role in promoting interdepartmental collaboration, significantly boosting the company's overall software development capability and efficiency.
- **Technologies and Tools:** Python, PHP, JavaScript, C++, REST, PostgreSQL.

Engineering Manager & Software Engineer

2012 - 2016

Gameloft - gaming - RO on-site - 5k-10k employees

Pushing the frontiers of mobile gaming and shaping the gaming landscape.

I steered the intersection of technology and management to foster growth across Business Intelligence and R&D departments. My role was instrumental in harnessing data to illuminate paths forward for product enhancement and operational excellence.

Key contributions include:

- **Technical Excellence & Solutions Development:** Lead the design and implementation of cutting-edge tools for data visualization and management, directly interfacing with C-level executives to translate visionary ideas into practical, high-impact technological solutions. This collaborative effort resulted in significant improvements to product quality and the optimization of internal systems workflows.
- **Process Optimization & Standards Implementation:** Spearheaded the development and standardization of best practices for data governance and process management. My hands-on leadership in establishing monitoring mechanisms ensured the effectiveness and adaptability of our information systems, enhancing data accessibility and integrity organization-wide.
- **Team Leadership & Development:** Directed multiple cross-functional teams (20 people) across different cities in Romania and abroad, fostering a culture of excellence and continuous learning. I led training sessions for new team members, ensuring a high level of technical proficiency and seamless integration into our project workflows.
- **Operational Management & Collaboration:** Managed multiple departments, acting as a pivotal link between technical teams and upper management. My role involved regular travel to coordinate with different teams, enhancing communication and aligning project objectives with corporate strategy.
- **Technologies and Tools:** Python, PHP, JavaScript, Java, C#, .Net, C++, REST, jQuery, MySQL, PostgreSQL, Apache Cassandra.

Senior QA Engineer

2011 - 2012

Gameloft - gaming - RO on-site - 5k-10k employees

Pushing the frontiers of mobile gaming and shaping the gaming landscape.

I ensured the quality of mobile game releases through meticulous test planning, execution, and reporting. I led test efforts, mentored junior team members, and collaborated closely with developers to resolve issues promptly. My expertise in mobile platforms and testing methodologies helped identify critical bugs and contributed to delivering engaging gaming experiences to players worldwide.