

Zsolt Nagy



Engineering Manager

✉ info@zsoltnagy.eu ☎ +49 176 6409 8601

GitHub: <https://github.com/zsolt-nagy/>

Blog: <http://zsoltnagy.eu>

LinkedIn: <https://www.linkedin.com/in/zsolt-nagy-7b466564/>

Skills

Leadership and Management: Integration between company cultures. Training and mentoring of team leads. Process management. Project management. Budgeting. Goal setting. OKR. KPI tracking. Establishing open feedback culture.

UI development: JavaScript, React, Redux, ImmutableJS, Lodash, npm, yarn, Webpack, PHP, ASP.NET, CSS architecture, SASS, LESS, web components, atomic design

Automated testing: Mocha, Chai, SinonJS, Selenium, unit, integration, acceptance testing, TDD, ATDD, BDD, Gherkin

Software engineering: UML, requirement engineering, specification, architectural- and detailed design, code maintainability

Mentoring: Besides my frontend team, I have more than a thousand customers who purchased my self-published books and courses. Even more from publishers. Check out the Personal Projects section on more details. [This article](#) contains my message to CTOs on which skills frontend developers need.

Languages: English (full proficiency), German (between B2 and C1), Hungarian (mother tongue)

Professional Experience

Dunnhumby Germany GmbH, Berlin, Germany

Engineering Manager

June 2018 - Present

Dunnhumby is the world's first Customer Data Science platform. With more than 2500 employees, Dunnhumby offers a unique mix of technology, software, and consulting to empower businesses to compete better and thrive by putting their customers first. The Berlin office was previously known as the headquarters of Sociomantic Labs, is now the home of the Berlin branch of Dunnhumby Media.

- Responsible for multiple software development projects on creating a media booking platform containing three software solutions spanning multiple development teams of size 30-35. Kubernetes, Docker, Google Cloud Platform, ASP.NET Core, React, Redux, Microservices.
- In-housing of the Dunnhumby Media Planner application saving over £100.000 per month.
- Budget allocation of yearly £7 million on Media R&D.
- Requirement engineering, roadmapping, quarterly OKR planning for Dunnhumby Media, planning projects realizing opportunities over £30 million.
- Member of the committee rolling out technological standards for software development in all Dunnhumby offices around the world. Development standards include TypeScript, React, Redux, Sass, CSS architecture, microservices.
- Balancing autonomy and alignment of development teams and engineering + product with quarterly OKRs, performance management, individual goal setting, and KPIs. Saving the company five to six digits of costs per decision on multiple occasions with careful planning and requesting changes in architecture. Example: instead of a microservice-based approach, in the absence of need, we went for a monolithic core with an option of extracting microservices for scaling, but only on demand.

Sociomantic Labs GmbH, Berlin, Germany

Head of Frontend Development

October 2017 – May 2018

Technical Development Lead

Jan 2016 – September 2017

Frontend Development Team Lead

June 2014 – December 2015

Web Developer

January 2013 – May 2014

Sociomantic Labs GmbH is a bootstrapped tech startup employing more than 250 people. Sociomantic offers e-commerce services as a demand-side platform, by connecting advertisers with publishers, and displaying optimized advertisements using a real time bidding algorithm. Sociomantic was purchased by Dunnhumby in 2014, and operated as an individual entity until May 2018.

- Coordination of the work of the frontend team. Mentoring 6-10 team leads and 25-35 software developers. Coordination between UX, web styling, web application development, mobile development, and API development.
- Client-side implementation of the Glassbox Approach in the Sociomantic UI, revealing the optimization settings of campaigns to clients (video: <https://www.youtube.com/watch?v=WMA2-6ZtSrs&t=135>)

- I conducted more than 500 tech interviews and hired around 25 software developers, significantly raising the skill level of the frontend team. Example tech interview exercise from my Youtube channel: <https://www.youtube.com/watch?v=kPjg-5Bjp1w>.
- Process improvement in the frontend teams, introducing ATDD, the Gherkin language, coding standards, testing and deployment guidelines, software design (UML) for complex projects. I acted as a bar raiser, increasing the deployment frequency from one a month to 3-4 deployments per week. Meanwhile, the number of reported hotfixes decreased from several per week to one per month in average.
- Growing and keeping talent at Sociomantic via mentoring, training, coaching, and regular one on ones. The retention rate of our software developers averaged 3 years, which is significantly higher than the industry standards. This retention rate was achieved through giving meaning to the work of developers, career coaching, internal transitions to acquire new skills, and facilitating interesting side projects.

B3W Group, Gzira, Malta

Senior Frontend Developer and Team Lead

October 2011 – October 2012

Frontend Developer and Team Lead

May 2010 – September 2011

Contractor

April 2010

Founded in 1998, B3W is an Internet Gaming software provider, offering white label solutions for poker, casino, sportsbetting products.

- I was hired as a freelancer to complete the frontend of an online sportsbetting platform BetInParis due to stakeholder pressure. As the project was delivered on time at high quality, B3W decided on hiring me full time.
- After a month, besides my duties as a developer, I substituted the resigning development manager.
- The first projects I managed were the revamp of B3W's brand, Yachting Casino (link: <https://i.ytimg.com/vi/oHr9v-Ejhfl/maxresdefault.jpg>). Then we launched the Yachting Poker brand, which involved a website and a desktop application (link: http://www.pokerinside.com/img/dyn/poker_room/55/screenshot_2.png). I was responsible for web development with HTML5, CSS3, and JavaScript, application logic development, design, and coordination of the C++ developer taking care of the poker software from a usability and design perspective.
- I was the lead web developer of our affiliate management platform. The front office was delivered in a record two weeks, based on the already existing backoffice, which was a six month long project. Based on blog posts, new white labels were added to the platform two years after I left the company (proof: <http://www.gpwa.org/forum/important-notice-were-moving-218216.html>).
- As a team lead, I managed the Design Department consisting up to two designers, up to two web developers, and remote freelancers.

Abbantina Ltd. and Betfriends Ltd., Sliema, Malta

Web Developer

March 2009 – December 2009

Country Manager (Remote until February 2009)

May 2008 – December 2009

Abbantina Ltd. was a Malta-based online gaming company operating at a net profit of €1 million per month. At the end of 2008, Betfriends Ltd. was established as a spin-off company taking care of its Betfriends brand, promoting casino, poker, and sportsbetting services. After 2009, Betfriends was sold to Betsson, a publicly traded online gaming company.

- I was responsible for an advertising budget of up to \$10,000 per month to be distributed in affiliate commissions.
- In this role, my income was directly tied to the revenue generated in the region I managed.
- My job involved negotiation with affiliate managers on a regular basis, as well as the design of promotions that appeal for both professional and recreational poker players.
- My job involved web development and design using basic HTML, CSS, JavaScript, and jQuery. While this was not the technologically most challenging position of my career, software development skills came handy when it came to creating and maintaining off-site sales funnels for poker players and affiliates.

HunTraders Kft., Budapest, Hungary

July 2006 – October 2008

Software Developer (Web, Java, PHP)

HunTraders is a data provider system helping traders and investors with tools to get an edge (alpha) over the market.

- Domain-specific expertise in stock trading, options, option pricing, and composite option strategies. I interviewed more than 20 clients who seemed to have an alpha over the market to improve our trading software.
- Lead developer of a Java-based charting software called ActionCharts, used by thousands of clients with a Huntraders subscription.
- Developer of an option theoretical price calculator using the Black-Scholes model that helped traders visualize volatility as a function of another selected variable.
- By reporting directly to the CTO, I was the leader of several backend development projects geared towards supplying the Huntraders system with live and delayed data.

BUTE, Department of Computer Science and Information Technology, Budapest, Hungary

Jan 2005 – Dec 2007

Researcher and Software Developer (Prolog, Java)

50% in 2005, full time between Jan – June 2006, one day a week plus remote help afterwards

BUTE stands for Budapest University of Technology and Economics. It is the most prestigious technical university in Hungary. The Department of Computer Science and Information Technology attracts EU-funded research projects as well as projects funded by the National Research and Development Program (NKFP).

- I developed a Description Logic inference engine, which solved specialized inference problems using open world semantics and description logics. The Prolog-based algorithm was proven to be faster than the cutting edge generic-purpose theorem prover inference engines during that time.
- I was the first author of multiple publications and co-author of many more. I also wrote a few chapters in a book on Semantic Web. List of publications: https://www.researchgate.net/scientific-contributions/70439131_Zsolt_Nagy.
- Conference presentations in the Description Logics Workshop (2006, Windermere, UK, http://ceur-ws.org/Vol-189/submission_25.pdf) and in the International Conference on Logic Programming (2005, Sitges, Spain, <http://ceur-ws.org/Vol-196/alpsws2006-proceedings.pdf> pages 109-110).
- Participation in the SILK (Semantic Integration with Logic and Knowledge) EU project and in the SINTAGMA (Semantic Integration Technologies Applied in Grid-Based Model Driven Architectures) NKFP project.
- My work won four first prizes in scientific competitions, including back-to-back first prizes in National Scientific Competitions in 2005 and 2007. I also won the Dennis Gabor National Award in 2005: <http://gabordenesklub.hu/doku.php/tdk>.

IT Department of the National Széchenyi Library, Budapest, Hungary

February 2006 – April 2006

Java Course Instructor (Contractor)

The National Széchenyi Library, founded in 1802, is one of the two national libraries of Hungary. The library was an application partner in two research projects with the Budapest University of Technology and Economics.

- Object Oriented Java three months long course on Collections, I18N, L10N, JDBC, Servlets, JSP, Struts framework, DOM and SAX parsers, and many exercises.
- Personalized mentoring of eight students with special emphasis on how they would use their knowledge at work.

Education

Budapest University of Technology and Economics
Department of Computer Science and Information Technology

Master's Degree in IT Engineering

2001 – 2006

GPA: Around 4.8 (max. score: 5). I have to look it up, as my degree is in a shelf in Hungary.

Principle studies included Development of IT Infrastructure, Software Technology, UML-based modelling, Testing methods, Project Management, Java, C++ and Web-Programming, Databases.

Personal Projects

Web development blog: <http://www.zsoltnagy.eu/>

Tech books I published:

- ES6 in Practice: Ebook, self-published via Leanpub. (<https://leanpub.com/es6-in-practice>)
- Regex Quick Syntax Reference (Apress paperback - <https://www.apress.com/de/book/9781484238752>)
- AI and Machine Learning Fundamentals (<https://www.amazon.com/Artificial-Intelligence-Machine-Learning-Fundamentals/dp/1789801656>)
- The Semantic Web Explained (Contributor. [Amazon link](#))

Tech courses:

- Introducing TypeScript ([Sitepoint link](#))
- Deep Dive into Functional JavaScript ([PacktPub link](#))
- Implementing and Testing Applications using Functional JavaScript ([PacktPub link](#))
- Mastering Functional JavaScript Libraries ([PacktPub link](#))
- CSS Architecture ([Sitepoint link](#))
- AI and Machine Learning Fundamentals video course (<https://www.packtpub.com/big-data-and-business-intelligence/artificial-intelligence-and-machine-learning-fundamentals-0>)

Hobbies and Interests

- **Meditation, sports, and diet:** I challenge myself on a regular basis to train my body and mind to be antifragile and emotionally resilient. This requires regular sports, meditation, and a diet rich in proteins, greens.
- **Mentorship and teaching:** I first gave private lessons to younger students at the age of 15. Since 2015, I have been maintaining my blog, front end developer portal, and career coaching practice.
- **Amateur gokart racing:** I competed in national championships between 2002 and 2008. My best result was an overall 2nd place in the 2008 championship, and I won more than ten races. I had to retire once I left Hungary.

- **Professional poker background (2006 – 12):** I was a self-taught online poker player with the ability of multitableting up to 15 poker tables simultaneously. Later in my poker career, I switched to a quality over quantity approach, and maximized my edge by 4 tableting. I averaged a profit of \$50,000 / year with a low risk, low drawdown strategy. I increased my profits by negotiating up to 160% rakeback deals, which means the online poker room paid me money to play poker and keep other players entertained. I was in the top 15 worldwide in the Any Games 4-6 table \$5.01 – 15.00 buyin category in 2011 on PokerStars, the largest online poker room in 2011. I retired at the end of 2012 to focus solely on IT engineering.
- **Psychology, emotional intelligence, and peak performance:** I strongly admire people with extraordinary willpower and grit. Having read more than 100 books in the area of self-development, psychology, and peak performance, I do my best to contribute to the well-being and emotional maturity of my peer group. I develop my emotional intelligence with the help of my weekly private method acting and Grinberg coaches.