Ivan Kusalic

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January 2024 until now: Chief Technology Officer, Enpal, Germany – Leading Enpal's 250-strong engineering organization.

April 2021 to December 2023: Global Vice President of Engineering, HelloFresh, Berlin, Germany – Leading engineering department responsible for the core of the two main company business lines, subscription meal-kit offering and e-commerce food offering, serving end customers and internal users; leading department responsible for payment orchestrations for the company.
- Grew and stabilized the organization, scaling to 150 engineers while setting up new teams, rebuilding the leadership team, and attracting senior talent
- Introduced a company-wide product catalog by identifying the need, driving alignment across business, and leading system design and early rollout stages; the project continued in 2024 as a strategic C-level objective
- Took on responsibility for an additional domain, Payments, supporting all of the company's revenue flows
- Stabilized technical real estate by investing in critical services and decoupling operations- and customer-facing systems, resulting in a decreased number of incidents, increased teams' velocity, and a 69% decrease in latency for our customers
- Designed and successfully rolled out a standardized hiring process for individual contributors and management across all job levels and engineering functions for the whole global tech organization

January 2018 to March 2021: Chief Technology Officer & Managing Director, travel audience GmbH - An Amadeus Company, Berlin, Germany – Managing Director responsible for the company of 115 people across all business functions – sales, supply, marketing, operations, IT, finance, legal, and HR. Driving company strategy, growth, operational efficiency, and business maturity. Responsible for P&L. As the CTO leading a 40-person tech department, covering internal IT, infrastructure, operations, backend systems, data capabilities, and user-facing applications. Managing a Demand-Side Platform with 70k-100k requests/sec. Driving innovation and product evolution, data strategy, and integration with Amadeus.
- **Career Progress**: Sr. Engineering Manager => Chief Technology Officer => CTO & acting Chief Executive Officer => CTO & Managing Director; **Amadeus levels**: 12 (Manage Others) => 13 (Manage Managers) => 14 (Manage Functions)
- Selected as interim CEO during the search for a new CEO; successfully led the company, achieving profitability for the first time in 2019; as a result, I was appointed as a Managing Director, retaining significant responsibilities
- Led negotiation and won a 40 million USD contract that secured the majority of company revenue targets
- Designed and drove reorganization of tech department that resolved accountability issues and increased delivery pace
- Led migration from hosted servers to 100% Google cloud; and agile transformation, from zero to all teams using agile
- Led a two-year project to gain GDPR-compliant access and processing of Amadeus Profile records that unlocked a powerful USP and increased gross margin and all advertising KPIs

June 2017 to November 2017: Senior Engineering Manager, Omio, Berlin, Germany – Engineering Manager for Coverage Platform team, owning the core company asset - 500+ direct partner integrations. Architectural oversight in the department and coordination for the whole of tech. Driving process maturity for both the team and the department.

February 2014 to May 2017: Software Architect for Open Location Platform, HERE Technologies, Berlin, Germany – Architecture, and delivery of complex enterprise systems. Technical leadership for Berlin and Chicago teams with 18 people. Key projects: data-processing framework at the core of Open Location Platform; Orchestration and management tool used to control all AWS resources; REST backend API used by internal and external customers. Tech: AWS, Scala, akka, Ruby, Bash, GO.CD.
- **Career progress**: Software Engineer => Senior Software Engineer => Software Architect
- Discovered critical consistency issues in our system, introduced a new API to fix them, and drove the adaptation
- Designed globally distributed architecture with 99.9% availability and strong consistency guarantees for data processing framework used to manage map layers; managed that project on time on scope spanning six months and multiple teams
- Brought in as an expert to three teams, for a month each, successfully achieving goals of reducing costs and complexity

September 2012 to February 2014: Software Engineer, cloudControl, Berlin, Germany – Responsible for the design and development of a Platform as a Service product. Tech: AWS, Python, Ruby, Java, Bash, Chef, MongoDB, Redis, Jenkins.

October 2011 to September 2012: Software Engineer, ReadCube, Zagreb, Croatia – Responsible for backend development of software solutions for researchers. Owning all user insight reports towards C-suite. Tech: AWS, Ruby, Rails, JavaScript, MySQL.

Education: Master of Science in Computing, University of Zagreb, June 2011; awarded Rector's award

Contributions to tech communities:
- Spoke at 10 conferences, including JAX 2017 (1000+ attendees) and DoTW 2016 (C-level attendees)
- Organizer of Software Craftsmanship Berlin meetup from 2014 to 2016, while meetup went from 50 to 2500 members
- Organizer of SoCraTes 2015 & 2016, global coordinator of Global Day of Coderetreat 2015 & 2016 (100+ cities event)