



Pavel Kalandra

LEAD ENGINEER

CONTACT

- ✉ pavel@kalandra.tech
- 🌐 www.kalandra.tech
- 📄 in/pavelkalandra
- 📺 KaliCZ

SKILLS

LANGUAGES & FRAMEWORKS

- C# / .NET (ASP.NET Core, EF Core, WPF)
- JavaScript / TypeScript (Vue.js / Astro)
- Go
- Python
- HTML / CSS (Tailwind, Bootstrap)

DATA & STORAGE

- SQL (MSSQL, PostgreSQL)
- NoSQL (Azure Table Storage, Cosmos DB)
- Key-value (Redis, Cloudflare KV)
- Azure Blob, AWS S3, Supabase Storage
- Zero-downtime schema changes

ARCHITECTURE & ENGINEERING

- System architecture
- Microservices & distributed systems
- Modular monolith decomposition
- Messaging (Azure Service Bus, RabbitMQ, Kafka, Temporal)
- Performance optimization
- REST / GraphQL / gRPC

CLOUD & INFRASTRUCTURE

- Azure, AWS, Cloudflare, Supabase
- Serverless (Azure Functions, Cloudflare Workers)
- Containers (Docker, Kubernetes)

Profile

Software engineer who delivers end-to-end solutions. Comfortable owning a problem from business framing through to a delivered product. 10+ years across the stack, plus 5+ years leading cross-functional teams.

My biggest strength is consistently making my own and my coworkers' jobs easier through critical thinking. I'm not afraid of disrupting the status quo when something obviously needs to change.

Notable Projects

Kalicz.StrongTypes

C# NuGet package pushing invariants into the type system: NonEmptyString, NonEmptyEnumerable, validated numerics, Maybe and Result. With out-of-the-box JSON serialization, EF Core support, OpenAPI support and generative testing support. www.kalandra.tech/strong-types

www.kalandra.tech

My personal showcase site, fully delivered end-to-end. Astro on Cloudflare; .NET backend with Marten event-sourcing on PostgreSQL; Supabase auth. Custom CI/CD pipeline with zero-downtime deploys and Playwright E2E test coverage. www.kalandra.tech/project

Experience

Lead Engineer (CTO) · tickadoo

Jun 2025 — Present

Hands-on role leading a single-pizza team building an app for selling tickets from third-party providers.

Owning overall system architecture, feature design, backlog prioritization and engineering ways of working — while still shipping production code every day.

Staff Software Engineer · Outreach

Feb 2025 — Aug 2025

Didn't stay long; left for a great opportunity as Lead Engineer at tickadoo.

Tribe Lead · Rossum

Apr 2024 — Jan 2025

My only hands-off role — middle management. Led roughly one third of engineering — a team of 15.

Ran an initiative to align team structure with product structure so engineers could have end-to-end ownership of their domain. Put principles and processes in place that kept technical quality from being sacrificed under tight deadlines. Built a transparent roadmap to manage stakeholder delivery expectations and discuss staffing requirements. Hired and coached new leaders.

- DNS, CDN & email (Cloudflare, Brevo, SendGrid)

Staff Engineer · Mews

Apr 2023 — Mar 2024

Focused on technical improvements making the entire backend engineering organization more effective.

- └ Reduced local startup time of the application by 61%
- └ Improved the FuncSharp library (public on GitHub) — stronger type-safety leading to fewer bugs; dramatic performance gains via .NET 6 migration, stack allocation, and other low-level optimizations
- └ Reduced cognitive load for R&D by redesigning internal user interfaces, tooling, shared libraries and architecture
- └ Single-handedly rolled out major breaking changes across the entire monolith without customer impact
- └ Initiated a complete redesign of the accounting and billing solution; designed its decomposition from the monolith

Engineering Manager (Finance) · Mews

Jan 2019 — Apr 2023

Led a cross-functional team of up to 11 people owning the financial side — billing, reporting, fiscal compliance. Later split the team into two and made myself redundant to move into a new role.

- └ Transitioned from a single-tax to multi-tax system to enable global expansion
- └ Implemented multiple e-invoicing capabilities
- └ Modernized user interfaces to reduce possibility of user errors
- └ Grew and coached multiple future Mews engineering managers

Senior Software Engineer · Mews

Mar 2018 — Jan 2019

Backend engineer on an Azure-hosted multi-tenant web application. Learned to apply functional programming principles in C#.

Software Developer · ZENTITY a.s.

Apr 2016 — Feb 2018

Owned an ASP.NET web application end-to-end, including the Azure infrastructure it ran on — Azure SQL, Azure Table Storage, and Azure Active Directory. Replaced legacy SSRS reports with an interactive Vue.js frontend that pulled data from a dedicated API and rendered responsive d3.js charts, complete with a sidebar filter so users could slice the data themselves.

WPF Developer · Lynax s.r.o.

Aug 2015 — Mar 2017

Co-developed new WPF applications. Redesigning an existing WinForm app into a WPF app supporting tablets in fullscreen mode with modern UI elements.

C# Developer · CN Group CZ

Jan 2014 — Apr 2016

Joined as an intern during my studies on my own initiative. Started on CodedUI tests to learn C# basics, then was offered a job as a junior C# developer for a WPF application. The CN University program was later started inspired by my story.

Education

Bachelor's degree · University of Economics, Prague

2012 — 2016

Enterprise information systems

DEVOPS & QUALITY

- CI/CD (GitHub Actions, Azure DevOps Pipelines)
- E2E testing (Playwright)
- Observability + OTEL + incident mgmt (Sentry, BetterStack, Datadog, New Relic, PagerDuty)
- Zero-downtime deploys

PRODUCT MINDSET

Continuous discovery

Analytics, support tickets, dogfooding and regular contact with users.

The "why" behind the "what"

Interrogating feature requests for the underlying job-to-be-done.

User disengagement

The best UX is the one the user never has to open. Surface anomalies, free the human.

LANGUAGES

Czech	Native
English	Fluent
Spanish	Basic

PERSONAL

- Avid singer
- Competitive gamer (board, video, sports)
- Former footballer
- Esports — high-level League of Legends and Rocket League
- Amateur 190cc motorcycle racer
- Father of two