

Tomasz **Frączyk**

Engineering Manager · Tech Lead · .NET / Cloud / AI

Wrocław, Poland

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"Build dependable software. Grow engineers. Deliver product outcomes"

Summary

Engineering Manager and Tech Lead with 16+ years in software, 13+ years leading teams and delivery and 8+ years in Engineering Manager roles. Combines hands-on C#/.NET, architecture, APIs and Azure with international people leadership, product and technical roadmap ownership and engineering standards.

At OEC, managed 10 direct reports, owned the unified product and technical roadmap and reduced Cycle Time by 30% and MTTR by 60% for a team of 8 engineers plus QA and AQA. At Acturis, made queries about 30% faster and trained 50+ developers in GitHub Copilot. At ALM Services, led a terabyte-scale datacenter migration with 100% data integrity and zero data loss. Now owns product and engineering delivery of Kaleidia, an independent, non-commercial project.

Key Information

Focus	People leadership, product and technical roadmaps, delivery flow and metrics, safe change in critical systems, AI adoption.
Leadership	10 direct reports plus international management; 1:1s, performance reviews, IDPs, hiring and resource planning.
Technology	C#, .NET, Azure/AKS, API and event integration, PostgreSQL/MS SQL; React/TypeScript; Python: basic.
Languages	Polish: native; English: C1.

Professional Experience

Kaleidia (one place for assessment data, for psychologists, psychiatrists and psychotherapists)

Wrocław, PL

Creator / Product & Engineering Lead — *Oct. 2025 – Present*

- **Building the Product End to End:** Initiated alongside my OEC role and accelerated from Feb. 2026; own requirements, roadmap, architecture and delivery of an independent, non-commercial platform supporting psychiatrists, psychologists and psychotherapists, built with practising clinicians and gated by owner decisions and clinical review.
- **Full Product and Engineering Scope:** Implemented a .NET 10 modular monolith, a tablet-first React/TypeScript UI and PostgreSQL persistence with version-checked writes, correction history and recovery; approved-knowledge retrieval with citations as the RAG foundation.
- **Agentic Engineering with Claude Code and Codex:** Run day-to-day development through Claude Code and OpenAI Codex agents: role-specific agents for architecture, .NET, TDD, code review, frontend quality, clinical UX and planning, shared AGENTS.md/CLAUDE.md instructions and a local Graphify code index, delivering features noticeably faster.
- **Repeatable Development and Quality:** Docker Compose environment with health checks and a GitHub pull-request workflow with CI gates; automated tests pass locally (38 C# test groups, 250 frontend tests, verified Oct. 2026).

OEC

Krakow, PL / USA

Engineering Manager / Senior Engineering Manager — *Apr. 2025 – Feb. 2026*

- **Measured Engineering Outcomes:** Reduced Cycle Time by **30%**, MTTR by **60%** and average PR size by **35%**; increased focus time by **25%** for a team of 8 engineers plus QA and AQA.
- **Product Roadmap and Resource Ownership:** Created and owned the unified product and technical roadmap for an automotive e-commerce payments platform; aligned Product Managers, Architecture, Engineering and QA, and managed staffing, training and team-integration budgets.
- **People Leadership and Development:** Managed 10 direct reports and additional international colleagues, including teams in India; led 1:1s, feedback, performance reviews, IDPs, recruitment, onboarding and resource planning. Coached two developers toward greater technical responsibility.
- **Team Autonomy and Delivery Governance:** Built autonomy through training and IDPs; structured SDLC, capacity, dependencies, releases and RAID logs, facilitated Scrum and cross-team PI Planning, and supported pre-sales discussions.
- **AI Enablement:** Created a prompt-engineering handbook, moved the whole 10-person team (engineers, QA and AQA) to GitHub Copilot within about three months and extended Azure DevOps / GitHub Actions with an agentic code reviewer.
- **Cloud and Operational Strategy:** Designed Azure-to-AWS migration with architects and platform engineers; built observability dashboards and implemented their migration to Datadog.

Freelance

.NET Architecture Consultant — *Dec. 2024 – Apr. 2025*

- **Architecture Consulting:** Advised on .NET architecture across various projects.
- **Coaching and Mentoring:** Coached and mentored as part of consulting work.

Acturis Poland Sp. z o.o. *Wrocław, PL*

Engineering Manager / Tech Lead (Insurance) *May 2023 – Oct. 2024*

- **Removed a Critical Performance Bottleneck:** Replaced AutoMapper in hot query paths with a Prometheus-profiled mapping approach, making queries about **30%** faster.
- **Scaled New Engineering Capability:** Trained and persuaded **50+** experienced developers to adopt GitHub Copilot, turning experimentation into practical AI-assisted workflows.
- **Raised Delivery and Engineering Maturity:** Led the Agile/Scrum transformation, introduced Jira and Confluence workflows and used DORA metrics to improve visibility, ownership and release discipline across distributed insurance teams.
- **Built a Stronger Leadership System:** Led 1:1s, feedback, KPI-based quarterly performance reviews, IDPs, recruitment, onboarding and resource planning; supported career development of two developers and promoted learning through blameless post-mortems.

EPAM Systems *Wrocław, PL*

Lead .NET Developer *Jun. 2019 – Apr. 2023*

- **Delivered Enterprise Modernisation:** As Lead .NET Developer, delivered the monolith-to-microservices transition (16 microservices) using DAPR, Azure Service Bus, MassTransit and RabbitMQ.
- **Built an Insurance SaaS Platform from Scratch:** As Lead .NET Developer, designed and built API-first .NET services for a new SwissRe broker platform, establishing TDD, SOLID and automated testing foundations.
- **Delivered at Marketplace Scale:** Modernised backend systems for Scout24 / ImmoScout24, serving a real-estate marketplace with approximately 20M monthly visitors.

ALM Services *Wrocław, PL*

Team Leader / Engineering Manager *Nov. 2017 – May 2019*

- **Protected a Business-Critical Migration:** Led Acuris Risk Intelligence's datacenter migration of terabytes of data with **100%** data integrity and zero data loss, coordinating distributed teams, releases and stakeholders.
- **Made Compliance Delivery Repeatable:** Led distributed Scrumban teams in KYC; conducted 1:1s, feedback, performance reviews and IDPs, recruited engineers and planned resources. Introduced Jenkins CI/CD and developer standards.

Unit 4 *Wrocław, PL*

Senior Fullstack .NET Developer *May 2016 – Oct. 2017*

- **Delivered Public-Sector ERP at Enterprise Scale:** Built and integrated backend services, business workflows and AngularJS application layers for Western European government organisations.

Wincor Nixdorf *Wrocław, PL*

Team Leader / Senior .NET Developer *Sep. 2013 – Apr. 2016*

- **Changed How Teams Delivered:** Introduced Scrum into a traditionally waterfall organisation, giving engineers iterative planning, clearer ownership and a continuous-improvement cadence.
- **Led International Retail Programmes:** Led three teams of 6 to 10 developers across retail projects; conducted 1:1s, feedback, performance reviews and IDPs, recruited team members and planned resources for clients including Payback, Nespresso and IKEA.

KAMSOFT SA *Katowice, PL*

.NET Developer / UX-UI Designer *Jul. 2011 – Aug. 2013*

- **Built Pharmacy SaaS from Scratch:** Created the KS-OMNIPHARM portal for major pharmacy networks including DOZ, Ziko, Dr. Max, Gemini and Super-Pharm, used by thousands of users, owning backend, frontend, UX/UI and enterprise integrations.

SineQuaNon / Accord II / Reno-Pol *PL*

Earlier Roles (2006 – 2011) *2006 – 2011*

- **SineQuaNon:** Combined ASP.NET development, SQL Server administration and IT operations; built an internal CRM for Orange Mobile with T-SQL reporting and supported Linux and Windows servers.
- **Accord II / Reno-Pol:** Delivered commercial web projects as a full-stack PHP developer and graphic designer, combining implementation with visual and interface design.

Education

SWPS University *Wrocław, Poland*

MA Psychology, in progress *Oct. 2025 – Present*

- Student self-government member; founder of a student scientific society.
- Organizing team, Remind psychology festival at Centennial Hall, Wrocław (100+ speakers).
- Co-created an ERUA course proposal recognized for concept, plan and implementation and selected for delivery in Wrocław; facilitated NVC workshops for students from across Europe.

WSB University *Dabrowa Gornicza, Poland*

BSc of Computer Science (Mobile Apps) *2018*

Silesian University *Katowice, Poland*

MSc studies in Computer Science (all exams passed, thesis not defended) *2008*

Certificates

2022 **Azure Fundamentals (AZ-900)**, Microsoft
2025 **Azure AI Fundamentals (AI-900)**, Microsoft (in progress)
Certified Social Skills Trainer (TUS)
All certificates, View certification profile