



Jędrzej Nowak (NJ)

Senior Engineering Leader

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Engineering leader with 10+ years building high-performing distributed teams and scalable systems. Remote-first advocate since 2015, specializing in complex technical challenges across global teams. Proven track record with large-scale infrastructure handling billions of requests monthly.

*By the way, the easiest way to pronounce my name is **NJ**, which also happens to be my initials backwards.*

What I Do

- Build engineering teams that actually enjoy their work and deliver high-quality software at scale
- Remote leadership and mentorship specialist (since 2015), working across Europe, North America, South America, and Asia with inclusive engineering cultures
- Scale systems handling billions of requests monthly with 99.9%+ uptime through distributed systems architecture
- Bridge engineering decisions with business impact through release management and cross-functional communication
- Design cloud-native, automated infrastructure using DevOps practices and modern CI/CD pipelines
- Take complex technical challenges and make them manageable through good engineering practices

Technology I Work With

- **Kubernetes:** Production clusters, testing infrastructure, GKE, AKS, bare metal
- **Cloudflare:** Load balancing, WAF, Workers, security services
- **Bare Metal & Cloud:** VMs, performance-critical components, large-scale deployments, GCP, AWS
- **Languages:** Python (primary), Go, Rust, TypeScript/JavaScript, C/C++, Erlang
- **Tools:** Docker, Terraform, Ansible

Professional Experience

Founding Engineer @ Stealth AI Startup

11/2025 - Present

Building a platform that bridges the gap between AI capabilities and real-world business outcomes—making advanced AI accessible and actionable for enterprises.

- Delivering and shipping core product features end-to-end
- Building the next-stage engineering team from the ground up
- Architecting scalable AI infrastructure for enterprise use cases

Independent Technology Consultant @ Self-Employed

03/2025 - 11/2025

Between roles, exploring technical challenges and emerging technologies. Built innovative solutions and expanded technical expertise.

- Deep diving into AI agent architectures and LLM-powered automation
- Consulting on cloud architecture and distributed systems design
- Building developer tools and exploring new patterns

Engineering Manager / Head of Engineering @ Spacemesh

06/2022 - 03/2025

When I joined Spacemesh, the engineering was pretty chaotic - we had a Series A but no working product. My job was to fix both the organizational mess and the technical debt while getting a stable blockchain network live, all within tight budget and timeline constraints.

- Built the engineering function from the ground up, turning chaotic development into structured processes that got us to mainnet launch and kept it stable for over 2 years
- Led 15–20 engineers across 10+ time zones (from Taiwan to Los Angeles), overseeing 1M+ lines of code and every major technical and people decision
- Restructured the team by replacing 5 underperformers with 7 strong hires (after screening 50+ candidates per role), which really improved our delivery quality
- Set up regular delivery practices: bi-weekly releases, performance reviews, structured planning, and actually thinking about the product
- Cut cloud costs by \$50,000/month by moving to bare metal, including designing the POET infrastructure and picking datacenters
- Built comprehensive security and monitoring: WAF/AppArmor rules, smart caching, anomaly detection, and incident response systems
- Shaped the v2 API for stateless applications (wallets, explorers) and exchange integrations; also set up our Discord community feedback loop

Senior Engineering Manager & Site Manager @ CodiLime

09/2021 - 06/2022

I opened CodiLime's new Wrocław office and managed three engineering teams, but it was a body-leasing model with limited technical or strategic input - which made this role shorter than planned.

- Set up the Wrocław office from scratch: found the location, hired an office manager, and built a hub for 15 engineers
- Led three cross-functional teams (4–6 engineers each) building prototypes and production systems for a major US cloud provider
- Provided hands-on leadership through regular 1:1s and working closely with tech leads to deliver client projects
- Grew the team by hiring 3 engineers despite the constraints of the body-leasing model

We were building cloud-native mobile core solutions, which is about as mission-critical as it gets - people's cars depend on this stuff working.

- Improved engineering culture and product reliability, which helped stabilize key client relationships and deliver cost-effective alternatives to traditional telco vendors
- Led 15 engineers plus a 24/7 operations team managing mobile core deployments for automotive and transportation
- Moved the company from local-only to remote-first, rebuilt the QA team, and automated testing/deployment processes that people thought couldn't be automated
- Used Kubernetes, Terraform, and Ansible to transform the mobile network core, bringing some predictability to what had been a pretty chaotic environment

Senior Software Engineer → Tech Lead → Engineering Manager @ Mirantis

09/2015 - 12/2019

I joined a greenfield project focused on orchestrating thousands of OpenStack nodes, and later worked on various Kubernetes projects that eventually became Mirantis's Kubernetes distribution and ecosystem.

- Worked my way from Senior Engineer to Engineering Manager over 4+ years, leading the shift from OpenStack orchestration to Kubernetes-based products
- Built and managed 4 distributed teams across Russia, Ukraine, Poland, and USA, coordinating development, QA, DevOps, and documentation
- Worked on 5G edge cloud initiatives and SR-IOV networking integration for Kubernetes with major telecom operators
- Built a deployment orchestration framework for 1,000+ OpenStack nodes that eventually became Mirantis's Kubernetes distribution
- Provided technical leadership for Tier-1 client pilots while working with the open-source community and other teams

Co-Owner @ Codernity

04/2011 - 09/2015

I co-founded this software company and led engineering. We were working on cloud, crypto, and distributed systems before they became mainstream. It gave me experience from product design all the way to customer delivery.

- Found the office space, handled legal stuff, and grew from 2 co-founders to multiple employees while staying profitable
- Got new customers and built client relationships while mentoring junior developers who later became senior engineers
- Built a PaaS platform with zero-downtime deployments before Docker was popular, and created a crypto exchange/trading engine years before digital assets took off
- Designed a custom distributed storage system with erasure coding, plus full data center analytics and monitoring

Early Career @ Various Organizations

2004 - 2011

- Python Engineer at Sodatech AG, Switzerland - built a test framework for a product used by thousands of photographers and media publishers
- Worked as an independent consultant doing server management, DevOps, and open-source work for international clients
- Developed bare metal optimization skills that later became the foundation for my container orchestration work

Education**Bachelor's degree, Computer Science**

WIT Academy

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