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Monica Giambitto

Management Philosophy

Strive for excellence, knowing that it's a way paved with failures. Approach problems with a systemic mindset: your team is part of a bigger team.

People come first, help them shine in what they excel, provide them with the chances to be challenged so they can grow and learn from the uncomfortable.

Be transparent, honest, and direct. Bring joy. Be vulnerable and of example. Ask for feedback for yourself, people will be open to hear from you next.

Goal

To find a place where I can work and keep growing as a manager, and possibly staying technical at an architectural level, backed by deeply collaborative and open colleagues. A place that blends friendliness and professionality.

Organization and system scalability, system design are topics I would like to work on and keep learning about.

EXPERIENCE

Kaia Health | Munich, Germany — *Staff Engineer and Tech Lead Manager Global Market Access*

(2021 - PRESENT)

Freeletics | Munich, Germany — *Engineering Manager Monetization*

(2019 - 2021)

People Management

- Supervises careers of 10 engineers of **multiple disciplines** in 3 teams (Monetization, Training Modalities, Engineering Productivity) with high retention and high promotion rate (90%+)
- Leads and aligns team members in execution of tasks, focusing on **individual engineer growth**, team resilience, and **positive outcomes**

Engineering Leadership

- Collaborates with Engineering, Product Management, and Marketing to deliver successful product roadmap, with increased release **frequency of experiments** from 1 to 6 per 6 months over 1 year
- Seeks out and implements process and collaboration improvements within team and team leadership, **reducing overcommitment of team by 60%**
- Promotes leadership development with initiatives like **EMs Fireside Chats**

Technical Leadership

- Drives backend and iOS/Android app engineering strategy for cross-functional teams

- Owns **company-wide scalability initiative**, further decoupling SOA backend architecture, lowering endpoints response duration by 10% on average

Freeletics | Munich, Germany — *Lead Backend Engineer* (2018 - 2019)

People Management

- Supervised career growth of 10 backend engineers in 4 teams, with promotion rate of 100% and retention rate of 90%

Technical Leadership

- Evangelized **further separation** of backend domain in services, allowing for **growth in active user base** from 10k to 100k users/day
- Founded **Backend Hack Days**, held once a quarter, to promote creativity and exposure to foundational engineering work
- Reformed **processes and communication** to keep backend engineers informed of company business initiatives and to increase alignment

Freeletics | Munich, Germany — *Senior Backend Engineer* (2015 - 2018)

- Lead engineer for completing payment service migration from monolith to SOA, provided processes and documentation for improving Customer Support workflow in operation period and overall reducing support tickets opened
- Refactored mobile app onboarding code base to support purchase funnel experimentations and new training algorithm
- Created and taught internal program for non-engineer coworkers to learn programming fundamentals

Fidor Bank AG | Munich, Germany — *Senior Rails Developer* (2013 - 2015)

- Tech lead for redesign to support white labeling products for international markets
- Designed and developed banking system's overdraft functionality
- Advocated for and implemented full test coverage for social banking app

Studiozeropixel | Fano, Italy — *PHP Developer* (2012 - 2013)

freego | Pesaro, Italy — *Rails Developer* (2011 - 2012)

Innoteam srl, Webtag srl | Pesaro, Italy — *PHP Developer* (2010 - 2011)

WebTags srl | Pesaro, Italy — *Junior PHP Developer* (2009 - 2010)

TECHNICAL SKILLS

SOA, scalable architectures, payment provider integrations, DDD, Event-Driven architecture, Agile methodologies (SCRUM, Kanban), RoR

EDUCATION

Università degli Studi "Carlo Bo" | Urbino, Italy — *B.S. Applied Computer Science* (2009)