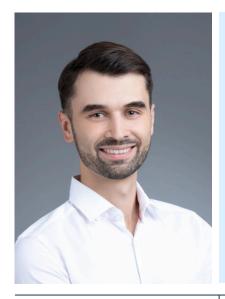# Bart Zawadka

✉ bartlomiej.zawadka@gmail.com ☎ +41 78 218 62 20 📍 8708 Männedorf, Switzerland 🌐 bzawadka.github.io

Seasoned tech lead with **15+ years driving innovation in software engineering in global financial institutions** as well as startups. Consistently delivers high-impact solutions across Europe and Asia, excelling in leading full-stack, globally distributed teams. **Expert in technical leadership and data engineering**, having spearheaded complex financial platforms including global investment advisory systems and multi-issuer trading platforms for structured products. Proven international experience leading projects in Switzerland, Hong Kong, and Singapore. **Committed to technical excellence, respectful collaboration**, and a "wolf-pack" mindset. Champions Agile methodologies and DevOps practices, leveraging cutting-edge technologies such as **Python, Prefect, ClickHouse, Flink, and MongoDB**. Proven track record of delivering complex software projects in challenging international and intercultural environments. Highly equipped to **driving innovation and leading high-performing teams** with a positive attitude and trust in the skills of engineers to achieve success.

EXPERTISE

Software Engineering, Team Leadership and Building, System Design, Software Architecture, Conflict Resolution, Performance Management, Coding, Testing, Debugging, Problem-Solving, Security, Continuous Integration, Continuous Delivery, Python, Data Engineering, JVM (Kotlin, Java), Web, TDD, XP, Cloud

CAREER SUMMARY

Period	Role	Company	Location
since 2021	SOFTWARE ENGINEERING LEAD	UBS / Credit Suisse	Zürich, CH
2018 - 2021	TECH LEAD	Credit Suisse	Hong Kong
2017 - 2018	TECH LEAD	UBS	Hong Kong
2012 - 2017	SOFTWARE ENGINEER	UBS	Zürich, CH
2006 - 2012	SOFTWARE ENGINEER	Swissquote	Geneva, CH
		First Utility	Leamington Spa, UK
		Deloitte	Warsaw, PL
		Citicom	Warsaw, PL

PERSONAL

Academic degree: M.Sc.
Nationality: EU/Poland
Swiss Work Permit: B
Full name: Bartlomiej Jakub Zawadka
References: link

CAREER HIGHLIGHTS

- Successfully launched Spark Labs, a global investment advisory platform, in Switzerland, empowering 2,000 client-facing wealth management professionals.
- Led the full lifecycle development of Spirit Asia, a structured product distribution platform for 28 external banks in HK, SGP, and Japan, which achieved multi-million revenue.
- Designed and implemented Structured Product Investor, a platform offering low-touch trading across multiple issuers and asset classes for structured products. Led the expansion of the application rollout into Hong Kong and Singapore, following its successful European launch.
- spearheaded agile transformation (trained by Jeff Sutherland, creator of Scrum)

LANGUAGES

English: Business fluent
German: Conversational
Polish: Native

EDUCATIONAL MILESTONES

Year	Milestone	Institution
2025	GITHUB COPILOT	Microsoft
2024	AZURE FUNDAMENTALS (AZ-900)	Microsoft
2015	SCRUM MASTER	Scrum Alliance
2013	ALGORITHMS: DESIGN AND ANALYSIS	Stanford University / Coursera
2011	CERTIFIED WEB DEVELOPER (SCWCD)	Oracle
2010	CERTIFIED JAVA PROGRAMMER (SCJP)	Sun Microsystems
2010	INFORMATION SYSTEMS	Warsaw University of Economics
2008	M.SC. IN COMPUTER SCIENCE	Gdansk University of Technology

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DETAILS OF PROFESSIONAL EXPERIENCE

since 2021

UBS / Credit Suisse

Zürich, CH

SOFTWARE ENGINEERING LEAD

UBS is a global wealth manager for high and ultra-high net-worth individuals.

My responsibility is to lead globally-distributed software development teams.

Major achievements:

- Successfully launched Spark Labs, a global investment advisory platform, in Switzerland, empowering 2,000 client-facing wealth management professionals.
- Managed distributed team of data engineers: setting and communicating team priorities in data ingestion, data pipelines, streaming, search, and analytics (tech stack of python, prefect, clickhouse, mongodb, clojure)
- Managed 11 software developers split into data engineering and frontend/web-app sub-teams in a migration project from Credit Suisse internal cloud (RedHat OpenShift) to UBS public cloud (Microsoft Azure)
- Bootstrapped and led software development team processing real-time data stream of FX trading events (tech stack of scala and Flink), providing high delivery guarantees

2018 - 2021

Credit Suisse

Hong Kong

TECH LEAD

Credit Suisse is a global wealth manager for high and ultra-high net-worth individuals.

My responsibility is to lead Hong-Kong based software development team.

Major achievements:

- Led the full lifecycle development of Spirit Asia, structured products distribution platform for 28 external banks in HK, SGP, and Japan, which achieved multi-million revenue.
- Partnered with stakeholders in sales/platform departments to deliver technology solutions that drove business growth, such as new products and improvements in product execution
- My responsibilities included being a development lead, IT application owner and software engineer. I have also coached senior engineers in estimations and planning (tech stack of kotlin, java, FIX protocol, and web technologies)

2017 - 2018

UBS

Hong Kong

TECH LEAD

My responsibility was to lead expansion of software platform in new APAC locations.

Major achievements:

- Led the expansion of the application rollout into Hong Kong and Singapore, following its successful European launch. Enabled 1000 new client advisors
- Bootstrapped and led local software development team to deliver new products (accumulator, decumulator) with a few different issuers, expanding business offering

2012 - 2017

UBS

Zürich, CH

SOFTWARE ENGINEER AND TECH LEAD

My responsibility was to create new trading platform for structured products.

Major achievements:

- Designed and implemented Structured Product Investor, a platform offering low-touch trading across multiple issuers and asset classes for structured products.
- Organized work of multiple software development teams in the locations: Switzerland, Poland, Hungary, China (Shenzhen), Hong Kong
- spearheaded agile transformation (trained in-person by Jeff Sutherland, creator of Scrum)
- led system design and technical leadership
- led team responsible for execution of the orders, interactions with global order manager
- tech stack on Java, with messaging, FIX protocol and AngularJS

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PRINCIPLES FOR RUNNING SOFTWARE DEVELOPMENT TEAMS

GOAL

To have high performing software development teams, which are producing good software, and can iterate in short cycles. Created software runs stable, and helps to grow the business.

HIRING

Hire for skills but also for the attitude (respectfulness, being a team player). Skills should be validated in real-word practical exercise, with another person (pair programming) solving a problem together in reasonable time. Look for passion for technology, for providing solutions.

PROCESSES

Teams should be in position to deliver an increment of software product within a week (in case of an emergency - within a day). Product owners should own the vision for a product. Interactions shall be designed by User Experience professionals upon user discovery (using interactive mock-ups, or the latest product increment). Software developers are accountable for testing, and are responsible for supporting their product. Engineers are trusted to make the right technical decisions. They are also hold accountable for the outcome. Practices like Test Driven Development and Extreme Programming (e.g. Pair Programming) are encouraged.

PERSONAL PROJECTS

YOUTUBE CHANNEL SUBSCRIBER

Mobile application (released on Android, blocked on AppStore) for video content creators.

Achievements:

- integrated with YouTube player/API and developed an interface that allowed for quick access to categorized videos of given YouTube creator
- hundreds of users during a few years on the market

COMMUNITY WEBSITES

Community websites deployed on GitHub pages.

Achievements:

- portal for community of fathers in Zurich area
- portal for presonal-growth workshop in Zurich area

HOBBIES

- GitHub copilot and AI assistants, Coursera education
- motorcycles, playing classical guitar, trail-running, cycling