

# Pavel Šavara

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## Summary

I'm interested in job in software development area. I am looking for long-term work with a strong and cooperative team. I solve business and technological problems and take responsibility. I like to learn and to teach new skills. My background is programming and an application architecture. I am very communicative, native Czech and fluent English speaker. I have experience with technical leadership as well as with people management.



## Software development

Excellent : **.NET C#, SW design, SW Architecture**  
Good : **JavaScript, Java SE, SQL, UML**  
History : **C++, Delphi Pascal, VB, bash, XSLT, CSS, COM+, F#, WCF, WPF, PowerBuilder, MFC, Turbo Pascal, Informix 4gl, Asm Z80/286 ...**  
Platforms : **Web, Windows, Linux, Mac OSX, MSSQL, Oracle DB**  
Designed : SOA, APIs, libraries, code parser and generators, protocols, security  
Optimization : synchronization, multi-threading, sockets, memory management  
Other skills : analysis, architecture, design, project & people management

## Education, Qualifications

Automation and Engineering High School in Uherské Hradiště (1992 – 1996)  
Driver's license (1996)  
LBMS – Object analysis and UML design course (2004)  
LBMS – Project management course (2004)  
Adastra – Data warehouse from A to Z (2007)  
Adastra – Chief programmer training (2008)  
Barcap – Investment banking, lifecycle of the trade, equity derivatives (2009)  
Barcap – Managing people and teams, resourcing, personal impact (2010)  
NCR – Leading for success, people management training (2013).

## Personal

Date of Birth : 28th June 1978  
Address : Nad Popelkou 1988; 150 00 Praha 5  
Interests : programming, books, hiking, cooking  
Other : married with two children, non-smoker  
Phone : +420 604272290  
Personal pages : <http://zamboch.blogspot.com/> (Programming, English)  
<http://zamboch-a-iva.blogspot.com/> (Family, Czech only)  
<https://www.linkedin.com/in/pavelsavara>

## Career Development

<p><b>NCR Corporation, Hospitality division, Prague (May 2011 – now)</b>          POS terminals, ATM machines, self-checkout, software, hardware.  <a href="http://www.ncr.com/">http://www.ncr.com/</a></p>	
<p><b>Mar 2015 Now</b></p>	<p><b>Role: Software Development Manager</b>          Projects: <b>Sodexo WS Integration</b>, DevOps via Chef, CFC, NBO, Insight, QA          Implemented WS integrations for major corporate customer, direct interaction with customer.          Leading teams to adopt SAFe agile methodology, introducing DevOps culture          Co-organizing Future Friday innovation initiative, organizing Hour of Code for kids          Technology: MSSQL Always On, <b>ADFS</b>, TLS 1.2 client cert authentication, <b>AWS</b> cloud, Chef          Gained people management for QA team in Prague, managing total 18 devs and QE in 5 teams.</p>
<p><b>Apr 2014 Mar 2015</b></p>	<p><b>Project: CFC – Configuration center for POS – Web services, scalability.</b>  <b>Role: Team leader, Senior Developer, Architect, Manager</b>          Implemented RESTfull web services for legacy configuration information system.          Redesigned and refactored existing product for scalability.          Unified web service API with NBO product.          Provided SDK for 3<sup>rd</sup> parties with detailed documentation and usage samples.          Technology: <b>C# 4.5, ServiceStack.NET, REST, MS-SQL</b>          Learned lot about other NCR hospitality products, formed new relationships.          Learned about SQL server performance optimization and DMV.          Promoted and delivered security improvements in our products.          Evangelized about new technologies and trends in computer science, influenced others.          Contributed to re-invention of hiring process in the Prague office.          Gained people management for another team in Prague, managing total 11 developers in 3 teams.</p>
<p><b>Apr 2013 Apr 2014</b></p>	<p><b>Project: NBO – Web services, Fiscalization of Invoices in Brazil via WS integration.</b>  <b>Role: Team leader, Senior Developer, Architect</b>          Implemented RESTfull web services for configuration of entities and invoice processing.          Integrated core product with 3<sup>rd</sup> party ERP.          Implemented business rules and validation rules, covered with unit tests.          Provided SDK for 3<sup>rd</sup> party with detailed documentation and usage samples.          Technology: <b>C# 4.5, ServiceStack.NET, REST, MS-SQL</b>          Learned about message oriented WS, REST, fluent syntax and rule engines.          Learned lot about design of nice and stable APIs, contract versioning.          Gained people management for another team in Prague, managing total 8 developers in 2 teams.          Traveled to Sao Paulo and Bahrain to negotiate technical details for new projects.</p>
<p><b>Jan 2012 Apr 2013</b></p>	<p><b>Project: NBO – Web portal</b>  <b>Role: Team leader , Senior Developer, Architect</b>          Implemented new platform for configuring and displaying ~300 reports on mobile browser.          Designed employee schedule planner for mobile web.          Technology: <b>C# 4.5, Web.API, ASP MVC3, AngularJS, TypeScript, LESS, ActiveReports</b>          I learned about HTML5 and SPA, AngularJS and TypeScript.          Also about jQuery, JavaScript, Selenium, PdfJs, REST, Url Rewrite, Authentication, UX basics.          Hired 3 team members in Prague, cooperating with team of ~20 members in California.          Successfully trained and handed over the project to 3 new members in Atlanta.</p>
<p><b>May 2011 Dec 2011</b></p>	<p><b>Product: NBO (MenuLink) – hospitality back office system.</b>  <b>Role: Senior Developer</b>          Migrated source code from VSS to TFS, introduced Continuous integration with TeamCity.          Took over responsibility for HR web services connector. Fixed bugs.          Technology: <b>C# 3.0, VB.NET, Winforms, T-SQL, WCF</b>          Learned a lot about management of big restaurant chains and US hospitality industry.          I was first member of new team in Prague cooperating with team of ~20 members in California.</p>

**Barclays Capital, Prague (August 2008 – May 2011)**

Global investment bank  
<http://www.barcap.com/>

<b>May 2009</b> <b>May 2011</b>	<p><b>Project: RSP/NIX – Retail Structured Products – STP issuance workflow</b> <a href="http://bmarkets.com/">http://bmarkets.com/</a></p> <p>Role: <b>Application architect/Team lead/AVP</b></p> <p>I designed application architecture and implemented key components on this greenfield project I implemented connector to pricing engine, instrument static creation engine I implemented connector German exchanges, Clearstream, WMDaten Technology: <b>C# 3.5, WPF, WCF, MSSQL, MQ, TIBCO SmartSockets, WS, XML, ThunderHead, Spring AOP, Unity IoC, TeamCity, NUnit, NHibernate, MVVM, TeamCity, LINQ, Apache POI, Rhino Mocks</b></p> <p>I brought EDT knowledge to the team Communication heavy role, coordination inside and outside of the international team We run the project with Scrum methodology, I was scrum master for half of the releases We run several parallel work streams in version control branches Hands on all parts of the development cycle, starting with requirements collection from business users, thru development, testing, deployment and 2<sup>nd</sup> line support. I learned about business priorities, how to deliver on time with quality. About deployment and testing in integration project. Technology wise, I learned about MVVM pattern, WPF, also Rhino mocks. My English language fluency improved. I was part of team of 10 members, 7 members in London, managed 2 members in Prague</p>
<b>May 2009</b> <b>Aug 2008</b>	<p><b>Project: Deal Entry – application for OTC instruments in EDT</b></p> <p>Role: <b>Senior Programmer/Team lead/AVP</b></p> <p>Implemented support for EQ, IR swaps, Asian options, Structured products Technology: <b>C# 3.0, Winforms, WebServices, Java, Spring IoC, Maven</b> Connectivity to Excel blotters, Connectivity to downstream systems Analysis directly with traders and middle office Learned a lot about equity derivatives and investment banking I was part of team of 10 members, 5 members in London, managed 2 members in Prague</p>
<b>Free time project</b>	<p><b>Open source project:</b> jni4net, fast bridge between Java and .NET <a href="http://jni4net.sourceforge.net">http://jni4net.sourceforge.net</a> Learned JNI and lot about both virtual machines</p>

<b>Adastra, Application development division, Prague (November 2007 – August 2008)</b> Consultancy for software solutions and services. Czech leader in Data Warehousing and Business Intelligence <a href="http://www.adastra.cz">http://www.adastra.cz</a>	
<b>Apr 2007 Jul 2008</b>	<b>Project: One SAP for Telefonica O2 Czech rep.</b> <b>Role: Integration architect</b> I designed SOA architecture connecting SAP to other systems in the company Technology: <b>BEA Service Repository</b> , Tuxedo, WLI, Enterprise Architect for <b>UML</b> I learned about integration patterns
<b>Nov 2007 Mar 2008</b>	<b>Project: FPI for Vodafone Czech rep.</b> <b>Role: Senior programmer</b> I developed fault tolerant, multithreaded task scheduler for processing queries Technology: <b>C#, Oracle, Castle, NUnit, NMock</b> I learned how to use unit tests I learned how to work with dependency injection Introduced Continuous Integration using TeamCity I wrote part of architecture documentation including UML diagrams I did proof of concept migration of the solution to .NET 2.0 I was part of team of six members
<b>Free time projects</b>	<b>Free time open source project: Robocode for .NET</b> <a href="http://robocode.sourceforge.net">http://robocode.sourceforge.net</a> Learned Java SE, Security models for both virtual machines <a href="#">Cube 21 – all best solutions</a>
<b>Radiant Systems, PCS division, Prague (December 2005 – October 2007)</b> Software and hardware for point of sale for filling stations of major petrol companies worldwide RPOS & RSM – software for point of sale, fueling station management, back office integration <a href="http://www.radiantsystems.com">http://www.radiantsystems.com</a>	
<b>May 2006 Oct 2007</b>	<b>Project: RSM &amp; RPOS</b> <b>Role: Team lead</b> , Project manager, Analyst, part time Programmer I was owner of RSM product Managing work items priorities, assignment, estimates I supervised design documents, review code Negotiating with management about scope and dates for new features Reporting team and project status Leading 15 minutes morning SCRUM meeting with my team everyday I trained new employees about RSM for all teams All written and part of spoken communication is in English I was lead of team of two quality engineers and two developers
<b>Dec 2005 May 2006</b>	<b>Project: RSM &amp; RPOS</b> <b>Role: Programmer</b> , Analyst Technology: <b>C#, C++, COM+, MSSQL, Win CE, DevExpress</b> Fixed defects and implemented new business features Learned SCRUM methodology I was part of team of five members
<b>Free time projects</b>	<b>Free time open source project: nMars</b> <a href="http://nMars.sourceforge.net">http://nMars.sourceforge.net</a> SilverLight 1.1 Alpha experiment <a href="http://pavel.savara.web.cz/files/AntAttack.html">http://pavel.savara.web.cz/files/AntAttack.html</a>

<b>A&amp;L Soft, Prague (August 2002 – December 2005)</b> Banking software for Czech and Slovak banks OfficeLine - electronic banking channels: Internet, SMS, IVR, PC client Programming language Flex <a href="http://www.alsoft.cz">http://www.alsoft.cz</a>	
<b>Jan 2005</b> <b>Dec 2005</b>	<b>Project: OfficeLine 3.5 – Optimization</b> Role: <b>Programmer</b> , Architect Technology: <b>C++</b> , <b>Borland Pascal</b> , Flex 3, <b>Windows</b> I introduced thread-pool and SWMR synchronization guard into Flex 3 virtual machine I redesigned and rewrote special HTTP server from Flex3 to multithreaded C++ and improved throughput of www server forty-times I proposed better locking strategy for our built-in database I was part of team of ten members, in senior position
<b>May 2004</b> <b>Jan 2005</b>	<b>Project: Analyze and architect new version of OfficeLine 4.0</b> Role: <b>Architect</b> , Analyst Technology: <b>UML</b> , <b>.NET</b> Regarding to company's know-how, customer needs and technological trends I analyzed, architected, drawn and described proposal for brand-new version of our flagship product I created UML model of components, core and business classes, data model, security model I analyzed potential of .NET platform and reviewed third-party components for that product I was alone on that project and it was postponed because of lack of resources
<b>May 2003</b> <b>May 2004</b>	<b>Project: Flex 4 - new universal programming language</b> Next version of our own language Flex, which belongs to Ada family Compiled for Win32 with outlook for other platforms Role: <b>Programmer</b> , Analyst, Architect Technology: Flex 4, <b>WIN32</b> , <b>C</b> and <b>Delphi</b> interoperability, <b>DLL</b> , <b>Apache</b> My task was to design and develop runtime library supporting language features I developed support for exception handling, thread management and thread local storage I also developed full support for synchronization and messages, also gained experiences with interlocked synchronization primitives I developed low fragmentation memory allocator optimized for multi-threading and memory leaks detection I created superior streams implementation and designed date-time library in standard library for Flex As an experiment I developed interface to Apache web server, to use it as PHP like module I was part of team of five members, in senior position
<b>Aug 2002</b> <b>May 2003</b>	<b>Project: OfficeLine 3.0 – Connectivity, various tasks</b> Role: <b>Programmer</b> , Analyst Technology: <b>Delphi Pascal</b> , Flex 3.0, <b>WIN32</b> , <b>TCP/IP</b> , <b>HTTP</b> I developed driver for <b>MQ Series</b> connectivity I written simple DOM <b>XML</b> parser I created simple <b>SOAP</b> over <b>HTTP</b> client for Java connectivity I redesigned and developed better connection to <b>TCP/IP</b> stack using <b>WINSOCKS</b> I participated on bug fixing and features implementation I was part of team of ten members
<b>Side projects</b>	<b>I introduced and established version control using Subversion in company</b> New build environment capable cooperate with version control Feasibility study of Mobile Java banking in Erste Bank – <b>UML</b> and docs SmartPhone banking demo using <b>.NET CF</b>

<p><b>Naxos MacIT, Prague (January 2001 – May 2002)</b>  Macintosh partner for Czech Republic  Specialized book-keeping software for Macintosh and Windows  Part of Naxos Group - auctions, bankruptcy management, tax advisors, etc.  <a href="http://www.naxos.cz">http://www.naxos.cz</a></p>	
<p><b>Jan 2001</b> <b>May 2002</b></p>	<p><b>Project: Multiplatform C++ framework, Database layer</b>  Role: <b>Programmer</b>, Analyst  Technology: <b>C++, WIN32, Mac OS X, XML, PostgreSQL, ODBC, MFC</b>  I analyzed our business cases and created data model  I proposed modular architecture of product  I designed and developed object/relational mapping layer  I developed <b>PostgreSQL</b> and <b>MySQL</b> connectors and query generators  I created global cache of objects with pessimistic locking strategy  I wrote code generator / macro language for database layer  I also designed frame for business logic processing  I participated on multiplatform C++ library for that product  I was part of team of five members</p>
<p><b>IFS, Prague (October 1998 – December 2000)</b>  Software for human resources and pay-roll accounting  Customers from top 100 of Czech employers  <a href="http://www.ifs.cz">http://www.ifs.cz</a></p>	
<p><b>Oct 1998</b> <b>Dec 2000</b></p>	<p><b>Project: PersIMS – information system for HR</b>  Role: <b>Programmer</b>  Technology: <b>Oracle, PowerBuilder 7.0</b>  I wrote reports using SQL and PowerBuilder  I fixed bugs, implemented new features and supported customers  I was part of team of six members</p>
<p><b>Side projects</b></p>	<p>I created GUI extension for Object Cycle version control system in <b>C++ &amp; MFC</b>  I also created an automatic night build for PowerBuilder using ORCA library in <b>C++</b>  I wrote simple scripting language for installation or upgrade processing in <b>Delphi</b></p>
<p><b>KS-Program, Vsetín (January 1997 – October 1998)</b>  Software for pay-roll accounting and human resources  <a href="http://www.ksprogram.cz">http://www.ksprogram.cz</a></p>	
<p><b>Jan 1997</b> <b>Oct 1998</b></p>	<p><b>Project: new version of pay-roll accounting and HR IS</b>  Role: <b>Programmer</b>  Technology: <b>Informix 4GL, Sybase, PowerBuilder 6.0, PFC</b>  I created security subsystem and user management  I fixed bugs and supported customers  I wrote reports using SQL/4GL  I was part of team of four members</p>
<p><b>Side projects</b></p>	<p>4GL source code pretty print  Backup scripts</p>