Kamil **Pavlčko**

SOFTWARE ENGINEER · FULL STACK DEVELOPER

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"Programming is an art."

Profile

Hello! I'm **Kamil Pavlčko**, a full-stack software engineer with **10+ years of experience**, passionate about building robust, scalable platforms. Over the past decade, I've helped fast-moving startups and teams ship high-impact features using **Ruby on Rails**, **Hotwire**, and **modern frontend stacks like React or VueJS**.

Education

Slovak University of Technology - Faculty of Electrical Engineering and Informatics   *Bratislava*

ENGINEERING STUDIES - FIELD: APPLIED INFORMATICS   *2013 - 2018*

- Modeling and Simulation of Event Systems
- Bachelor's Thesis - Design, Analysis, and Development of an Android Application for Voice Transmission
- Master's Thesis - Web Application Utilizing Chatbot Technology

Technologies

Languages	Ruby, Typescript, Java, Kotlin, Python, C
Frameworks	Ruby on Rails, Sinatra, Hotwire, React, VueJS, Node.js, Javascript/Typescript, Scss, TailwindCSS
Databases and APIs	PostgreSQL, GraphQL, Oracle, MSSQL
DevOps and Tools	Docker, Kubernetes, Nomad, RabbitMQ, Jenkins
Language Proficiency	Slovak - Native, English - fluent, German - basic

Work Experience

Commsor   *Remote (US-based)*

SENIOR SOFTWARE ENGINEER   *June 2024 – March 2025*

- Go-to-Network sales community platform transforming existing relationships into warm introductions and referrals to accelerate B2B sales
- Operated in a high-velocity startup environment as one of 3 core engineers, owning major parts of the platform.
- Built critical features including fully self-serve onboarding with Stripe (multi-plan support and access restrictions), contact data ingestion and relationship graph processing, warm intro path discovery, full-text global search, and a Chrome extension for LinkedIn data fetch.
- Integrated AI-powered features using OpenAI and ClaudeAI to enhance contact insights, suggest warm intro paths, and support smart search functionality.
- Connected and managed integrations with numerous third-party APIs: Stripe, LinkedIn, Google Workspace, HubSpot, WithAmpersand, Loops, SendGrid, Apify, BrightData, OpenAI, ClaudeAI and others.
- Led a complete front-end migration from React/TypeScript to Ruby on Rails with Hotwire, including a custom Hotwire component library.
- Enhanced platform scalability and performance by optimizing background jobs, tuning database queries, monitoring infrastructure, and implementing architectural improvements.
- Collaborated closely with internal teams and external users to gather feedback and shape feature development.
- Tech stack: Ruby on Rails, Hotwire, Sidekiq, React, TypeScript, TailwindCSS, PostgreSQL, ElasticSearch, OpenAI, Anthropic AI.

ChartMogul

SENIOR SOFTWARE ENGINEER *Remote (Toronto / Berlin / Seoul)*

September 2023 – June 2024

- CRM and Subscription Analytics platform built for SaaS growth
- Led full-stack development on ChartMogul's core subscription analytics and newly launched CRM, delivering high-impact customer-facing features.
- Built advanced CRM capabilities: bulk editing, customizable dashboards, and a lot of metric-driven graph visualizations — all with strict performance constraints.
- Designed and deployed robust backend APIs and updated client libraries (Go, Python, Node.js, Ruby) for consistent external developer support.
- Diagnosed and resolved complex system issues: reduced DB load, and improved app responsiveness under scale.
- Participated in on-call rotations and deep monitoring to maintain platform reliability and address real-time customer-impacting incidents.
- Enhanced internal engineering practices and contributed to process improvements across the development team.
- Tech stack: Ruby on Rails, Vue.js, TypeScript, Sidekiq, PostgreSQL.

AhoyConnect (acquired by Commsor)

SENIOR SOFTWARE DEVELOPER *Remote (Europe)*

October 2021 – June 2023

- Community-led data intelligence platform
- Part of a 5-engineer team that built a data intelligence platform for community-led growth — from scratch to full production launch.
- Designed and implemented integrations with major community platforms (Slack, Discord, Twitter, Gmail, Discourse, etc.), enabling continuous data ingestion at scale.
- Normalized and processed high-volume event data into actionable metrics, powering real-time dashboards and insight tools for end users.
- Developed a self-serve onboarding flow with tiered access and app-specific restrictions to support flexible customer plans.
- Built analytics features like engagement scoring, semantic topic detection, and dynamic dashboards.
- Solved complex performance challenges related to data post-processing, query optimization, and large-scale ingestion pipelines.
- Tech stack: Ruby on Rails, Sinatra, Sidekiq, React, TypeScript, GraphQL, PostgreSQL, Kubernetes.

Innovatrics

SOFTWARE DEVELOPMENT TEAM LEAD *Bratislava, Slovakia*

January 2019 – September 2021

- Promoted to lead a 5-member engineering team while continuing to contribute to the full-stack development.
- Directed team operations, including task planning, performance evaluations, and professional development initiatives.
- Collaborated with cross-functional teams to define technical specifications, conduct risk analyses, and ensure successful project deliveries.
- Maintained active involvement in coding, code reviews, and architectural decisions to uphold high-quality standards.
- Tech stack: Ruby on Rails, React, TypeScript, Kotlin, Java, Docker, PostgreSQL, Oracle, MSSQL.

Innovatrics

FULL STACK DEVELOPER *Bratislava, Slovakia*

June 2016 – December 2018

- Contributed to the development of Innovatrics' ABIS platform, integrating biometric SDKs into a web application for identity management and verification.
- Implemented features for managing biometric data, including enrollment, suspect tracking, and duplicate resolution, tailored for applications such as civil registries, elections, and border control.
- Developed and maintained Ruby on Rails and front-end components using jQuery and vanilla JavaScript, later transitioning to React with Webpack for improved performance and scalability.
- Customized the ABIS platform for various international projects, adapting to specific requirements and integrating with existing systems in regions like Africa, Asia, and South America.
- Ensured high performance and reliability through rigorous testing, monitoring, and optimization of database interactions and background processing.
- Tech stack: Ruby on Rails, jQuery, React, JavaScript, PostgreSQL, Oracle, MSSQL.

Regional Card Processing Centre (Raiffeisen Bank International)

RUBY DEVELOPER *Bratislava, Slovakia*

June 2015 – June 2016

- Developed internal tools using Ruby and Sinatra for processing banking documents and files.
- Built ISO 8583-compliant transaction simulators generating millions of test cases for payment system validation.
- Automated database control tasks with XML generators and scripting, streamlining data management processes.
- Contributed to the development and testing of POS terminal solutions.
- Tech stack: Ruby, Sinatra, Oracle, Python.

IBM

EMEA SECURITY RISK AND ACCESSIBILITY ANALYST *Bratislava, Slovakia*

July 2014 – April 2016

- Monitored and analyzed security risks across EMEA infrastructure, identifying vulnerabilities and ensuring compliance with IBM's security standards.
- Developed automation tools in Ruby and Java to streamline vulnerability assessments and compliance reporting.
- Implemented monitoring solutions for employee devices, enhancing data collection and anomaly detection.
- Contributed to accessibility compliance initiatives, ensuring adherence to standards across systems.
- Tech stack: Ruby, Java.

Projects

Criminal Case Management System
Lead Developer
Bratislava, Slovakia
January 2021 – September 2021

- Led the design and development of a new criminal case management system for law enforcement agencies.
- Integrated biometric recognition capabilities, including fingerprint, facial, and iris identification, to enhance evidence analysis and suspect identification.
- Implemented modules for latent print processing and video-based face identification, accessible via a web-based interface.

Panama Civil Registry Modernization
Lead Developer
Bratislava, Slovakia
September 2020 – December 2020

- Contributed to the modernization of Panama's Civil Registry by migrating legacy biometric systems to a new multimodal ABIS platform.
- Ensured seamless integration of fingerprint and facial recognition technologies, enhancing the accuracy and efficiency of citizen identification processes.
- Collaborated with international partners to meet the Tribunal Electoral's requirements for a secure and scalable identity management system.

Guinea Elections – Parliamentary and Presidential
Lead Developer
Bratislava, Slovakia
September 2019 - March 2020
Jun 2020 - September 2020

- Built and deployed biometric voter registration and deduplication systems for two national elections.
- Implemented modules for citizen enrollment, deduplication, electoral district assignment, and voter card generation.
- Provided direct support and issue resolution during the election process, contributing to the system's adherence to international electoral standards.

Interests

Art and Books   Playing classical and electric guitar, reading books, analog photography, DJing
Sports   Running, swimming, rollerblading, ice hockey, ice skating, cycling, hiking
Technology   Newsletters, technology podcasts, online conferences, DB and Rails books