



# Jan Elznic

Fullstack Software Engineer

## Contact

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### INVESTBORN LIMITED

London (UK), Prague (CZ)

Fulltime employee  
 (~200 employees)  
 current position

#### Associate Director - Solutions Architecture 12/2023–present

- Advising to company management in technological strategy
- Validate alignment of business goals and strategies with technology
- Design of architecture and implementation of solution from scratch
- Daily cooperation with engineers and technology implementation
- Collaboration between multiple teams and platforms across the projects
- Set up development & technology standards along with other engineers
- Nearshore development for clients in telecommunications, customer care & WMS

#### Interim Chief Technology Officer 12/2022–11/2023

- Company restructuring across the group and crisis management
- Cutting off non-monetized projects and reorganization to save costs
- Leading several technology teams in subsidiary companies worldwide
- Building new teams for emerging projects and subsidiaries, hiring specialists
- Companies & projects pre-check analysis, due-diligence and acquisitions
- Optimization development processes & project methodologies in agile environment
- Defining a unified technology architecture and infrastructure across the group
- Help other departments use technology profitably
- Ensuring that product architecture supports the priorities of the business
- Use stakeholders feedback to improvements and adjustments to technology
- Monitoring analytics and making recommendations that align with business goals
- Communicate technology strategy to partners and investors
- Management, evaluation and performance control of subordinate teams
- Angular, React, Node.js, Java, Spring Boot, Python, Azure, AWS, Docker, Kubernetes

### MaxInvest a.s. (Creditas Group)

Prague (CZ)

Fulltime  
 (~1000 employees)

#### Head of Software Engineering 02/2022–11/2022

- Fintech company focused on investments, subsidiary of Creditas Group
- Managing ~40 people in software development department
- Building independent teams and recruiting technology specialists
- Establishing development processes and project methodologies in agile environment
- Designing software architecture and infrastructure of services
- Cooperation with other departments, allocation of resources
- Building technology and cloud strategy
- Responsibility for Backend, Frontend, Web, QA, DevOps, Infrastructure
- Communication with external partners
- Stack: Go+Temporal, TypeScript, Node.js, PostgreSQL, React Native, Azure

### ElzaSoft Software Development s.r.o.

Prague (CZ)

Fulltime employee  
 (~20 employees)

#### Principal Software Engineer 12/2019–01/2022

- Solution Architecture design of web services from scratch
- Development of frontend & backend REST/GraphQL services
- Assist in recruiting, onboarding and training IT specialists
- Leadership of ~25 people within 3 teams and mentoring them
- Monitor KPIs to assess technological performance
- Designing development processes for projects and QA supervision
- Creating roadmaps, project & task management in agile process
- Angular, React, Next.js, Node, NestJS, PHP, Python, Java, SQL, Docker, Kubernetes
- Azure, AWS & GCP Cloud, Linux servers, DevOps, CI/CD

Some of our partners and clients: **APSAZ Consulting, Škoda Auto, Erste Group, Česká Spořitelna, Trask solutions, devcity, eMan, SnapStack**

## About me

Marital status: **Single**  
 Date of birth: **15. 9. 1987**  
 Location: **Prague / Rakovník, Czech Republic, European Union**  
 Driving license: **B**

My goal is to bring people high quality and usable applications with accent on safety, high performance and effectivity for **web, Android & iOS** platforms preferring **JavaScript, TypeScript and Go** + (No)SQL databases. I'm focused on frameworks **Angular and React** on web frontend and high-scalable applications on backend in **Node.js** and Go mostly based on **REST & GraphQL** APIs, **HTTP/2** or websocket interface deployed in **cloud** platforms using usually **Docker and Kubernetes**.

In recent years, I have mainly been involved in the design of **application architecture from scratch**, including complex infrastructure with focus on **Microsoft Azure** and Linux servers like **Debian & RHEL**.

Teamwork is needed to build a successful app, so I recruit motivated and enthusiastic people where one supports the other. I also achieve this goals by establishing high effective development processes and project methodologies in agile environment and by define technology strategy implementing **CI/CD** best practices.

## Experience

- 16 years in software development
- 10 years in international environment
- 8 years in mid/higher management

## Languages

**English:** Proficiency **Czech:** Native  
**German:** Elementary **Slovak:** Proficiency  
**Spanish:** Elementary **Russian:** Beginner

## Technical skills

### JavaScript, TypeScript

- **Angular** (JS 1.x / <=18)
- **React** (<=18), Hooks
- **Redux, MobX, React Query**
- **Styled components, Patternfly, Radium**
- **Material UI, Storybook**
- **Formik, React Hook Form**
- **Next.js** for server-side rendering
- **Vue** (<=3), **Svelte**
- **Node.js** - Express, NestJS, AdonisJS
- **TypeORM, Sequelize, Prisma**
- **TypeScript** (<=4.8.x), **ECMAScript** (<=14)
- **ESLint** (ex-TSLint), **Prettier**
- **Babel/SWC, Polyfills, Webpack**,
- **OOP, async/await, promises**
- **Vanilla JS, D3.js, Lodash, jQuery**
- **Progressive cross-platform apps** for Web/Android/iOS
- **IONIC, Cordova, React Native**
- **Unit & e2e test libs:** Jest, Karma/Mocha, Jasmine, Cypress
- **WebRTC, MediaDevices, Janus**
- **Canvas/WebGL, Animations**

### DevOps, Cloud, CI/CD

- **Microsoft Azure, AWS, GCP**
- **Azure DevOps, Pipelines**
- **Linux servers** (Debian/RHEL)
- **Staged cloud resources, Cost savings**
- **Docker** (+ **Compose**)
- **Kubernetes, AKS, kubectrl, Helm Charts**
- **Scaling cloud resources, Cost savings**
- **Shell, bash/PowerShell** (<=7) scripting
- **Apache2, Nginx, PM2, JBoss, Tomcat**
- **TCP/IP, HTTP/2 (SPDY), HTTP/3 (QUIC)**
- **DNS, (Open)VPN/PPP(TP), CDN/Cloudflare**
- **KVM, VirtualBox, VMware, WSL** (<=2)
- **TDD/BDD, CI/CD, integration tests**
- **GitLab-CL, GitHub Actions, Jenkins, ArgoCD**
- **Sentry, Prometheus, Grafana, KeyCloack**
- **GNU/Make, npm, Yarn, Maven, pip, apt/dnf**

### Security

- **HTTPS/HSTS, SSL/TLS, Let's Encrypt**
- **XSS, CORS, CSRF, SQL injection, DoS**
- **Encryption, Penetration tests**

### Architecture, Interfaces

- **OOP, MV(C/P), MVVM, HOF, FDD/TDD**
- **Enterprise Architect, UML diagrams**
- **REST/GraphQL API, Websockets**
- **Microservices, DTo/Bo, use-cases, flows**
- **JSON/XML, OpenAPI 3.0**
- **Swagger, Apollo GraphQL, Postman**
- **Message brokers: RabbitMQ, Kafka**

### Accessibility & WAI ARIA, NVDA/Jaws

- **PHP** (4 / 5.6 / 7.4 / 8.x)
- **nette, Yii, Laravel, Symfony, WordPress**
- **phpMyAdmin, Adminer, Composer**

### Graphics, UX

- **Adobe Photoshop, Illustrator, Figma**
- **CorelDRAW, Inkscape, SVG**
- **UX design, testing, eyetracking, heatmaps**
- **Typography, Apple/Google guidelines**

### AI & Generative tools

- **Prompt Engineering**
- **GitHub Copilot, ChatGPT, Gemini**
- **MidJourney, DALL-E**

### SEO & Online Marketing, PPC

### HTML(5), CSS(3)

- **Responsive desgin**
- **Twitter Bootstrap** (<=5)
- **Google Material Design, Tailwind**
- **LESS, SASS, Stylus**
- **BEM, OOCSS**
- **Mustache, Handlebars, Nunjucks, Teng, Smarty, JSX, Jade, XSLT, Underscore** etc.

### Databases

- **MySQL/MariaDB, PostgreSQL+ORM**
- **MongoDB, CouchDB, Neo4j**
- **Firestore, Memcached**
- **Redis/Valkey, ArangoDB**
- **Elasticsearch, Kibana**

### Java, Spring Boot, Hibernate, Liferay

### Python, pip, Flask, Django

### Go, Temporal.io, GORM, AuthBoss

### C/C++, gcc

### Markdown, YAML, RAML, WADL

### Git/SVN, GitLab, Github, Bitbucket

## Freelance business — Software Fullstack Engineer, Independent Consultant & Contractor

- Contract based services across four continents **02/2015–12/2019**
- Team collaboration projects
- Experience with people from all over the world
- Startups, medium-sized companies and large corporates (Enterprise)
- Employing additional ~10 people on entrusted projects
- Design solution architecture, development and deployment
- IT consulting, DevOps, Cloud (Azure, AWS, GCP), Servers administration
- Team leadership on projects and mentoring
- Stack: Angular, React, Node.js, NestJS, TypeScript, Java, PHP, Python, SQL

I had the honor to work with companies like **Alza.cz & RUR Robotics, RedHat, Merck (MSD), O2 Czech Republic, archTIS, Etnetera and others.**

## Lipa Learning, s.r.o. / EMTC - Czech, a.s. Fulltime employee (~150 employees) Prague (CZ)

### Web Development Techlead **08/2014–02/2015**

- Architecture design of web services
- Be responsible for web department
- Creating roadmaps, task management
- Backend components in PHP, Python
- Leadership, Recruitment
- Monitor KPIs to assess performance
- Reporting to company board
- DevOps, Linux servers administration

### Senior JavaScript Developer **02/2014–07/2014**

- HTML & CSS coding of web sites by PSD graphic design
- Development of HTML5 games in JavaScript, PHP/Nette framework
- Define coding standards, conventions and rules for FE development

## Freelance Fullstack Engineer **11/2012–12/2013** Prague (CZ)

## Seznam.cz, a.s. Fulltime employee (1000+ employees) Prague (CZ)

### Senior Frontend Developer **08/2011–10/2012** Frontend Developer **08/2010–07/2011**

- Web services with impact to more than 6+ millions monthly real visitors
- Development of opensource JavaScript framework JAK
- HTML, CSS, JavaScript, PSD, Angular.js, Linux Debian package management
- Seznam.cz Homepage, Email.cz, Fulltext, Zboží.cz, Lidé.cz, Novinky.cz, ...

## Freelance Fullstack Web Developer & Graphic Designer **04/2008–07/2010**

- Business analysis, project management
- Graphic web design layouts in Adobe Photoshop
- Copywriting, Corporate identity, Marketing campaigns & Consulting
- HTML, CSS, JavaScript, PHP, MySQL, CMS, Adobe Flash & ActionScript

## Agentura Regia, s.r.o. Fulltime contract (~10 employees) Rakovník (CZ)

### Junior Web Developer **09/2007–03/2008**

## Centrum Holdings, s.r.o. External part-time contract (500-1000 employees) Prague (CZ)

### QA Tester **03/2007–08/2007**

- Testing for Centrum.cz services Email.centrum.cz, Fotoalba.cz, XChat.cz

## Integrated high school Jirkov Rakovník (CZ)

### Business Management **2003–2006**

## Personal / Soft skills

- Adaptability and flexibility
- Effective communication
- Interpersonal abilities
- Teamwork player
- Humility & esteem to the others
- Ability to accept critics & self-reflection
- Collecting feedback
- Always open-minded
- Ability to adapt and accept changes
- Inventive and added value
- Organised and prioritised schedule
- Planning and organizing
- Leadership, management and mentoring
- Assertive approach
- Discovery and orientation in informations communication

## Other professional skills

- Building IT corporate strategy
- Business development
- Communication with external partners
- Marketing & Sales strategy
- Recruitment, Interviews, Establish onboarding processes
- Employee education programs and trainings, Motivational planning
- Management of complex projects and teams
- Agile, SCRUM, kanban, waterfall / iterative
- Research & Analysis
- Legislation (GDPR etc.)

## Courses, trainings and workshops

- Microsoft Azure Workshop (8 days, Mainstream Technologies)
- SEO (2 days, Marek Prokop)
- CSS3 and responsive design (Martin Michálek, Vzhůrudolů.cz)
- AngularJS (Robin Pokorný, Vzhůrudolů.cz)
- Course presentation skills (3 days, Seznam.cz)
- Assertiveness training (Seznam.cz)
- Mapy.cz API (Ondřej Žára, Seznam.cz)
- Distributed version systems and Git (Ondřej Žára)
- AJAX (Ondřej Žára, Seznam.cz)
- JS performance optimization (Seznam.cz)
- jQuery workshop (WebExpo)
- WAI ARIA accessibility workshop (Internet Info)

## Favourite RSS sources and sites

- Google Developers Web updates
  - [developers.google.com/web/updates/](https://developers.google.com/web/updates/)
- Mozilla Hacks Site - Developers blog - [hacks.mozilla.org](https://hacks.mozilla.org/)
- [web.dev](https://web.dev/) - [web.dev](https://web.dev/) • Can i use...? - [caniuse.com](https://caniuse.com/)
- Let's Encrypt Blog - [letsencrypt.org/blog/](https://letsencrypt.org/blog/)
- Microsoft TypeScript blog
  - <https://devblogs.microsoft.com/typescript/>
- 2ality - JavaScript and more - [2ality.com](https://2ality.com/)
- Smashing Magazine - [smashingmagazine.com](https://smashingmagazine.com/)
- SitePoint (former JSPro.com) - [sitepoint.com](https://sitepoint.com/)
- Little Big details (UX site) - [littlebigdetails.com](https://littlebigdetails.com/)
- Mozilla MDN web docs - [developer.mozilla.org](https://developer.mozilla.org/)
- Vzhůru dolů Martina Michálka - [vzhurudolu.cz](https://vzhurudolu.cz/) • Je čas - [jecas.cz](https://jecas.cz/)
- Zdroják.cz - [zdrojak.cz](https://zdrojak.cz/) • Root.cz - [root.cz](https://root.cz/) • Lupa.cz - [Lupa.cz](https://lupa.cz/)
- BlindFriendly - [blindfriendly.cz](https://blindfriendly.cz/) • POMOC SLEPÝM - [poslepu.cz](https://poslepu.cz/)
- Deep in IT - [diit.cz](https://diit.cz/) • CDR.cz - [cdr.cz](https://cdr.cz/) • Živě.cz - [zive.cz](https://zive.cz/)
- CzechCrunch - [czechcrunch.cz](https://czechcrunch.cz/) • Forbes - [forbes.cz](https://forbes.cz/)

## Groups and meet-ups

- Frontendisti.cz / Backendisti.cz (Fb groups, YT channel)
- Reactive Meetups Prague - [meetup.com/ReactiveMeetupsPrague/](https://meetup.com/ReactiveMeetupsPrague/)
- Google User Group - [gug.cz](https://gug.cz/)
- Spolek pro zachování odkazu českého odboje - [spolekodboje.cz](https://spolekodboje.cz/)

## Maintained projects

- „Statistika nuda je, má však cenné údaje“ Facebook page
  - <https://www.facebook.com/statistikabeznudy/>
- SimplyJS (ES5 JavaScript lib providing DOM manipulating and JS events)
  - <https://github.com/janelznic/simplyjs>

## Hobbies and interests

- History, Theology, Genealogy
- Geopolitics, Political science & World events
- Cryptocurrencies & Retro hardware (x86)
- Environment, Ecology, Nature
- Volunteer activity
- Travel & Tourism
- Spirituality, Music, Culture & Festivals
- Horse riding, Skiing, Cycling, Swimming, Golf
- Reading - Biographical & motivational books and 100+1 magazine
- Movies, PC & mobile games, couching with TV documents