

# Bastian Kuberek

Software Engineer, full-stack, dev-ops.

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*With over 17 years of experience building web services and applications, my goal is to be part of an organization where I can learn, grow and have an impact by bringing value and inspiring others to do the same.*

Spoken Languages	Toolbelt	Skills
English, Portuguese, Spanish, Italian.	Java, Python, Typescript, Javascript (SQL, GraphQL, gRPC, Protobuf, Json) (Linux, Shell, Puppet, Terraform) (Google Cloud, AWS, Bare Metal)	- Project Management and Leadership - API, Database and Systems Design - Development, Administration, Operations - Integrations, Migrations, Software Lifecycle

## EXPERIENCE

### Spotify, New York

OCTOBER 2011 - DECEMBER 2023 (12y 3m)

#### Podcast Mission — Senior Software Engineer

MAY 2022 - DECEMBER 2023 (1y 9m)

- Worked on Podcast creation APIs and audio processing pipelines to power the new mobile app for podcast creators.
- Embedded with Content Integrity Team to build Actor Strike Tracking system for User Generated Content Policy Enforcement.
- Part of On-Call rotation for Podcast systems, actively on-call during some of Joe Rogan releases.
- Pitched for WebRTC feature enabling creators to co-host a podcast and was given greenlight to further research topic.
- Led a team of web and mobile engineers, in the research and vendor analysis of WebRTC service providers.
- Met with CEOs and Devs from Dolby, Twilio, Agora and LiveKit as we negotiated terms, support and pricing.
- Together with the team, built WebRTC powered Proof of Concepts on iOS, Android and Web for each of the candidate services.
- Mediated between Legal and Security teams and LiveKit during contract design and signing.

#### Data & Insights — Senior Software Engineer

JANUARY 2019 - APRIL 2022 (3y 4m)

- Led the team in designing and building a Data Usage and Discovery application that enabled the data science community to efficiently find the most appropriate datasets to answer critical business questions.
- Worked with the team to break larger systems into smaller microservices and worked with management to identify new owners for these systems based on team mission and larger product area focus.
- Advocated for the adoption of standards in our software stack helping the team reduce tech debt and increase quality signals in both frontend and backend.

#### Data Mission — Backend Engineer

JANUARY 2017 - JANUARY 2019 (2y 1m)

- Worked with data scientists and analysts to design and develop a knowledge portal (Lexikon 1.0) combining User Research and our Data Catalog in one easy to use interface and search engine.
- Worked together with the Product Owner to define technical requirements and project road maps.
- Was a point of contact for any technical questions related to products and services offered by the team.
- As Technical Owner, was responsible for the team's technical decisions, performance and deliverables.

#### Internal IT — Systems Engineer

APRIL 2015 - DECEMBER 2016 (1y 9m)

- Designed, developed and operated Internal IT systems including but not limited to, Single Sign On, Identity Management, Access Control, Account Provisioning and Integrations.
- Led a team of 3 engineers to build integrations between Workday, LDAP and other internal systems.

#### Analytics — Software Engineer

OCTOBER 2011 - MARCH 2015 (3y 6m)

- One man team, Designed, developed and operated company wide Data Visualization platform.
- Worked with Data Engineers to design, develop and operate data warehousing applications, databases and apis.
- Built web application with query editor to enable users to run Hive queries against hadoop with progress bars.
- Helped hire, grow the team and mentor new members.

## PROJECTS

### **Inspire Creation — New mobile app experience for podcast creators**

MAY 2022 - DECEMBER 2022

The project aimed at making podcast creation easy and accessible to all Spotify users by adding a new feature that enabled Spotify users to record podcasts directly from the Spotify mobile client. The project was massive and required the involvement of multiple teams across multiple departments.

The new mobile client feature added a new entry point that took the user through a series of steps from recording audio, editing the audio, selecting background music from an existing library, and finally publishing to the platform.

Despite reaching a level of maturity that permitted us to launch in smaller markets and a very small percentage of US users, the project eventually came to an end and was abandoned.

### **Realtime Audio/Video Collaboration — Collaborative Recording powered by WebRTC**

SEPTEMBER 2022 - NOVEMBER 2022

As part of the Inspire Creation project mentioned above, I pitched for Real time collaboration, enabling creators to co-host podcasts directly from their Spotify mobile client.

During a three month period, I led a team of mobile engineers as we tried all the available WebRTC vendors available on the market. I conducted an extensive Vendor Analysis, met with leaders from several companies such as Twilio and Dolby, negotiated pricing, evaluated their services and, together with the team, built Proof of Concept (PoC) web and mobile apps for each of the vendors.

The biggest challenge we faced was finding a platform that was sophisticated and had a small enough SDK footprint to fit inside of the Spotify mobile client without having a big impact on app size and downloads. We meticulously tried all their features and documented our findings in a clear and intuitive comparison chart.

At the end of this work we settled for LiveKit as our favorite. Not only do they have the most modern infrastructure and deployment, they offer open source and cloud options, which makes it incredibly easy to get started for free and eventually upgrade to the cloud option, all without any code changes. In addition they worked closely with us and went out of their way to customize their SDKs to make them as small as possible and meet our requirements.

While the Inspire Create project ended and we didn't build the real time collaboration feature, Other teams have found interest in this work and have brought LiveKit into Spotify as the backbones of some really amazing features such as Artist Live Rooms.

### **Data Usage and Discovery — A Port of Lexikon to Backstage**

NOVEMBER 2021 - APRIL 2022

This System is responsible for analyzing data consumption within Spotify and it exposes an API providing dataset usage stats.

The project consists of a data pipeline to analyze and aggregate BigQuery audit logs into a database which is then further queried and analyzed in real time by the API.

The API is exposed via GraphQL and gRPC so that it can serve both web and backend clients.

This service enables us to understand how engineers and data scientists consume datasets allowing us to improve search relevance and offer dataset and query recommendations in our internal Analytics Platform.

## Lexikon — Knowledge Graph

JANUARY 2017 - MARCH 2022

Lexikon helps analysis specialists produce insights from data by facilitating the creation and dissemination of shared knowledge, breaking down “tribal” barriers. Our vision is that Lexikon becomes a living encyclopedia of everything related to insights at Spotify.

Lexikon is a metadata aggregator and search engine that models the metadata for users, research, datasets and queries into a graph and calculates the relationships that exist among these objects, which is then used to offer dataset recommendations, topic experts, dataset users, creators and sample queries.

This application was a huge hit in the science community because, provided the autonomy of teams at spotify, data and research were scattered everywhere and it was very hard to find the right thing when you needed it. Lexikon made it extremely easy for anyone to find related research, high quality datasets and subject experts to help them be more productive and deliver high quality insights.

## Dashboard Portal — 3rd Generation Data Visualization Web App

JUNE 2019 - APRIL 2021

For Spotifiers who are looking for accessible insights to make data-informed decisions, Dashboard Portal is a personalized discovery and library experience that helps you find and use high quality, relevant Tableau and Qlik dashboards. Unlike existing options for discovering dashboards at Spotify, Dashboard Portal leverages employee data only available to Spotify to algorithmically create an up-to-date, personalized dashboard discovery experience to help Spotifiers easily find dashboards no matter where they’re created.

## People Portal — Employee Intranet

JANUARY 2014 2019 - DECEMBER 2016

People Portal is a web application that unifies several user management tools into a central location. It combines HR tools such as WorkDay and identity management tools such as LDAP and Google Apps for Business. It also provides simple social experience for employees, allowing employees to find each other based on skills, language, location, interests and other tags.

## People Service — HR Integration, Access Controls

APRIL 2015 - DECEMBER 2016

Web service to automate on-boarding and exiting procedures for employees. Integrates with google apps for business, ldap and many other services to ensure data is in sync across all organization systems.

## Dashboard 2.0 — A more modern and flexible dashboarding solution

SEPTEMBER 2013 - JANUARY 2014

Second generation data visualization tool used in house for analytics, monitoring, etc. Built from the ground up using open source technologies such as pyramid and angularjs.

## Analytics Data Warehouse — Web App for running Hive queries on Hadoop

DECEMBER 2011 - JUNE 2013

Integrated data querying application where analysts write queries against several backends. Some of these backends include Hive and we had to build an asynchronous messaging system in order to offer real time progress bars for jobs running in Hive.

The results of these queries are persisted in a database of choice selected by the user and can be further queried to create new result sets. All data is available via an API and is the main source of data for the Analytics Dashboards.

## **Analytics Dashboards** — Original Data Visualization Platform

OCTOBER 2011 - DECEMBER 2011

Application allows the creation of personal dashboards where a user can add various types of widgets to render and visualize data in the form of charts, tables, etc. Written in Django, Angularjs and highcharts library.