

QUIQUE FDEZ GUERRA

DIRECTOR OF ENGINEERING

+3 years of experience as a Software Engineer Leader and +10 as a Software Engineer. Building self-managed software teams to work on customer-centered products, using agile culture, innovative technologies, and quality first mindset.

RECENT WORK EXPERIENCE

Director of Engineering at Plain Concepts

September 2021 – Present (Bucharest, Romania) [Consultancy Tech Hub]

RESPONSIBILITIES

- Work **with the VPs** to land the company in this new country and start the **expansion in Romania**, be the director of a **remote-first office** and make sure to pass our **culture and values** to the new teams.
- People management **up to 4 direct reports** with different levels of seniority, ensure the abilities of the employees to work in a **self-managed team**.
- Collaborate with **cross areas like HR** to create a strategy of how to grow and hire new employees, other Directors, or **Sales teams** to cooperate with our clients.

ACCOMPLISHMENTS

- Scale from **0 to 4 engineers in 12 months**, in a new country where the company had no experience before I came.
- Collaborate with VPs to create **the salaries strategy to be used in Romania**, employees one to ones and the corresponding **performance reviews**.
- Help the teammates to bring **value in cross areas** like consultancy, trainings, management, product thinking, apart from software development.

Delivery Lead at Plain Concepts

October 2018 – September 2021 (Barcelona, Spain) [Industries: B2B, Retail, Accounting, Startups]

RESPONSIBILITIES

- Lead a team and projects with agile methodologies to **provide innovative solutions** to the digital needs of the clients, **audits, and consultancy**.
- Work with sales team on **technical sales**, help my teammates into **tech and culture challenges**.

ACCOMPLISHMENTS

- Coordinate **3 hybrid teams up to 10-15 people** into a retail project and an accounting product.
- Coordinate **international projects** for UK, USA, between other countries.

Software Engineer at Plain Concepts

June 2015 – September 2020 (Barcelona, Spain) [Industries: B2B, B2C, Textile, Education, Payments]

RESPONSIBILITIES

- Work in auto-managed teams as a **full stack developer** focused on **Frontend** but collaborating with several **Backend and Cloud** languages, libraries, and products.

ACCOMPLISHMENTS

- Lead to use **innovative Frontend technologies** and frameworks in the projects, focusing on functional quality.

More information

Telecommunications Engineering at La Salle Barcelona, professional speaking in **English, Spanish** and **Catalan**.

Founder of the NGO Helpdev.org, Intern at **Microsoft Spain** and previously at the startup **Beezy**, experience in **public speaking** for small groups and up to 1000 attendant conferences, active open-source collaborator, and **Google Developer Expert** on Web Technologies (2021 – present)