

Alejandro Marin

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Summary

Engineer with 16 years of experience across the financial, non-profit, retail, hardware, and logistics sectors. I have worked as an individual contributor and as a manager while staying hands-on in two particular domains: data integration at scale and service-oriented architectures that power large, user-facing platforms. Methodical, product-oriented, self-starter contributor who loves improving existing systems. I work hands-on with agentic AI tooling, balancing delivery speed against engineering rigour.

Experience

Software Technical Program Manager, Oxide Computer Company – Remote

October 2025 – June 2026

- Coordinated software releases across engineering teams (control plane, storage, hypervisor, product engineering, solutions engineering, fault management), aligning scope, surfacing risks and cross-communicating across teams.
- Documented the end-to-end software release process in a runbook, previously undocumented and opaque to engineering, giving teams visibility into what each release required.
- Researched, selected, authored the design proposal (RFD), the content model, and deployed a wiki platform (Docmost) to consolidate undocumented or hard-to-find key organizational knowledge.
- Wrote the company's first structured onboarding guide, adopted across new hires.

Engineering Manager, National Geographic Society (through EPAM Systems) – Remote

October 2022 – October 2025

- Led a 7-person distributed team across the Americas, implementing and maintaining dozens of data products on the company's Kafka-powered data mesh platform, exposing them to 8+ consumer teams, including HR, content, marketing, and strategic planning.
- Drove the redesign of the Salesforce-based Python API architecture to eliminate custom Salesforce APEX dependencies, reducing the time to implement new API features from 1 month to 1.5 weeks per feature by freeing up the oversubscribed Salesforce development team from this flow.
- Ran a cost-benefit analysis identifying 6 over-engineered systems and worked with the team to plan and execute the migration to simplified architectures, cutting \$100K in annual infrastructure and maintenance costs.
- Led the migration of 6 mission-critical, Salesforce-backed Python APIs powering the main website to a new Salesforce instance by owning the migration strategy and coordinating it across product and engineering teams, ahead of a tight 2-month deadline.
- Piloted research to adopt AI-assisted development with my team, sharing prompting patterns and techniques (spec-driven development, quality checks), and later expanded across other engineering teams.
- Built a high-performance engineering team through interviewing, thorough business and technical onboarding, regular 1:1s, and technical and soft-skills coaching, with the team becoming a go-to for solving complex and novel organizational challenges.

Engineering Manager, Expedia (through EPAM Systems) – Remote

April 2022 – October 2022

- Led a geographically distributed team of 5 engineers, keeping the lights on for several legacy ETLs and sourcing data from multiple systems to power key reports across 3 organizational decision-making areas.
- Collaborated with business stakeholders to document 10+ ETL jobs, leading the team to a better understanding of business use cases and cutting development time by 50% by narrowing the knowledge gap during design and implementation.
- Designed a migration plan from Informatica to Trino, working with business and technical stakeholders across 10+ mission-critical ETLs, projected to save \$1M+ annually in licensing costs.

Technical Lead, TrueAccord (through EPAM Systems) – Remote

November 2020 – April 2022

- Led a custom Kafka streaming pipeline implementation that decoded, tokenized, and re-encoded 800M Protobuf-stored PAN records across 300 schemas for PCI compliance, in under 5 hours.
- Led a 5-person engineering team to increase Kafka adoption across the company, embed in existing teams, and identify use cases that could be better served by this tool, resulting in 3+ refactored large applications and processes, increasing maintainability and data sharing across the company.
- Mentored 2 junior engineers through individual coaching sessions and by delegating more responsibilities as they progressed, resulting in one of them being promoted to mid-level within 1 year.

Senior Technical Lead, Starbucks (through EPAM Systems) – Remote

October 2018 – November 2020

- Led an 8-person development pod for Starbucks' Mobile Ordering Platform, owning 2 components on the customer-journey hot path (taxes, fulfillment) and 1 for order transaction reconciliation.
- Defined and led the technical roadmap to improve the order fulfillment service performance, increasing uptime from 90% to 98% by refactoring the concurrency strategy.
- Worked with the team and product management to prioritize the technical debt backlog, balancing new features and closing tech debt per sprint, resulting in a more stable platform and less time spent on incident response.
- Helped new team members ramp up by teaching Scala and functional programming, keeping a steady 3-week ramp-up time.

Technical Lead, Suramericana de Seguros (through EPAM Systems) – On-site

June 2015 – October 2018

- Led 6 engineers in implementing a novel, user-configurable bancassurance platform in partnership with Colombia's largest insurer and bank, leveraging a service-oriented architecture with Scala and an Angular 2 UI, reducing new product time-to-market from 3 weeks to under 5 days.
- Worked with 2 team members to own features end-to-end, helping them lead conversations with internal customers, design features and get buy-in; one of them succeeded me.

Data Integration Team Lead, SETI SAS – On-site

May 2013 – June 2015

- Implemented a Master Data Management architecture for a large pension fund to produce a 360-degree customer view, reducing the operational workload of pulling this data from several days to a self-serve approach. Later promoted to team lead, guiding a team of 3 engineers and 2 QAs through project completion.

Software Developer, Castor – On-site

December 2010 – May 2013

- Developed customer-requested features for a Freight Management System. Collaborated with customer stakeholders during feature development, testing, deployment, and continuous support.

Skills

Programming Languages: Java, Python, Scala (production); Rust, TypeScript (familiar)

AI Tooling: Claude, OpenAI Codex, Cursor, CodeRabbit, MCP, pgVector, RAG, agentic workflows for prototyping and feature shipping

Engineering Leadership: Team building, coaching and support, hiring, performance management, vendor management

Systems Integration: COTS custom integrations (Salesforce, Workday, Raiser's Edge, Siebel, APIs), Enterprise Integration Patterns, iPaaS (Workato, Zapier), Kafka Connect, MuleESB, Apache Camel, Data Products, Data Mesh

Salesforce: API Integrations (REST, SOAP), custom object design, APEX (triggers, REST resources), SOQL, organization management

SDLC: Code review, automated and manual testing, CI/CD pipelines (Jenkins, GitHub actions, Concourse, GitLab CI), software design processes (ADR, RFD), code static analysis (SonarQube, Snyk, Checkmarx)

Distributed Systems: Messaging systems (Kafka, RabbitMQ, SQS), streaming pipelines, CDC, distributed transactions, service-oriented architectures, workflow orchestration, API design, eventual consistency, fault-tolerance (retry strategies, idempotency), serialization mechanisms (Protobuf, Avro), gRPC, Data Lineage, Atlan

Databases: PostgreSQL, MySQL, DynamoDB

Cloud & infrastructure: AWS, CDK, Terraform, Kubernetes, Containerization

Tools & Methods: Jira, Linear, GitHub, GitHub Projects, GitLab, Confluence, Zendesk, Agile, SAST, Datadog, Grafana, PagerDuty

Education

Politécnico Colombiano Jaime Isaza Cadavid –BSc, Computer Science

June 2014