

Artur Kondas

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Profile

I build products end to end - from the first commit to paying users - and I've done it both inside high-growth companies and solo, as a founder.

Over a decade in tech, I've worked every layer of the stack: infrastructure, backend, platform, SRE, full-stack, real-time audio. I've led engineering teams through hypergrowth and shipped payment systems processing millions of transactions monthly alongside the European Banking Authority - *and* I've sat alone at 2am wiring up Stripe, chasing a retention curve, and debugging an iOS audio freeze on a product only I built. I'm equally comfortable in both chairs, and I wear whatever hat the moment needs: engineer, architect, product owner, growth, design, hiring.

What I do best:

- **Ship products solo, all the way to revenue.** My latest, Tonika, went from zero to **330 organic users and paying subscribers in 8 weeks** - built alone across web, iOS, and Android, with live payments, analytics, and ~60% two-week retention. I don't do proofs of concept. I ship things people pay for.
- **Go deep where the engineering is hard.** Payments infrastructure at scale, real-time DSP in C++, agentic AI frameworks that cut delivery cycles by 70%. I've done the work at every level, which is why I can lead it.
- **Build teams and turn AI into leverage - when the moment calls for it.** I've built teams from zero, restructured underperforming ones, and scaled organizations through hypergrowth, always optimizing for autonomy, ownership, and speed.

I speak at international conferences - GopherCon UK, ContainerDays, DevBCN - contribute to open source, and train underrepresented groups through Code First Girls and Colourintech. Outside pure engineering I run a media brand reaching **80k+** and producing **400k+ monthly views**, produce music, and build audio software - different hats, same instinct: make something from nothing and ship it.

Employment

BB Services / Founder & Technical Lead

January 2025 - Present

Building products, teams, and revenue engines from scratch. BB Services is my vehicle for hands-on leadership across technology and creative ventures.

- Architecting and developing **VST audio plugins** for guitar - real-time DSP software requiring low-latency C++ and signal processing expertise
- Built and scaled **Brudne Brzmienie**, a media brand reaching **80k+ audience** with a repeatable content framework driving **400k+ monthly views** across all platforms
- Advising early-stage companies on **engineering team structure**, **technical strategy**, and **AI adoption**
- Secured and delivered interviews with internationally recognized artists (Glenn Hughes, Andy Timmons, Myslovitz), demonstrating stakeholder management at scale

/ **Tonika** - practice app for musicians (*solo build*)

May 2026 - Present

Conceived, designed, built, and shipped a real-time practice companion for musicians - live pitch detection, scale drills, ear training, progress tracking - solo, end to end.

- Grew to **330 users in 8 weeks with zero paid acquisition** - steady week-over-week organic growth and ~60% **two-week retention**, well above the 10-20% typical of consumer apps
 - Shipped a single **TypeScript** codebase to **web, iOS, and Android** via Capacitor - real-time audio DSP running low-latency pitch detection inside a mobile WKWebView
 - Stood up the entire product stack solo: **Supabase** (auth + data), **live subscriptions** via **Stripe + RevenueCat** (**10 paying customers**), **PostHog** funnels & retention analytics, PWA, CI/CD on Vercel
 - Wrote a custom in-app performance profiler to trace and kill an iOS audio-session freeze that browser DevTools couldn't reach
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SpotOn / Senior Software Engineer II / Tech Lead

March 2025 - April 2026

- Built an **AI agentic workflow framework** that compressed sprint delivery from **6+ weeks to under 2 weeks** - a 70% reduction in cycle time
 - Reverse-engineered and documented legacy services with **zero existing documentation**, unblocking multiple downstream teams
 - Transformed two groups of individual contributors into **cohesive, self-directing teams** with clear ownership and delivery accountability
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Form3

/ Lead Software Engineer

May 2023 - March 2025

- Led a team delivering **next-generation European payment infrastructure** on **SEPA** systems
 - Shipped the **largest payment schema message format update in company history**, coordinating directly with the **European Banking Authority**
 - Re-architected internal development processes, eliminating bottlenecks that had stalled feature delivery for months
 - Established a team culture centered on **collective ownership** - shared on-call, shared wins, shared accountability
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/ Senior Go Software Engineer

February 2022 - May 2023

- Engineered payment gateways processing **millions of transactions monthly** with strict latency and reliability requirements
 - Delivered infrastructure optimizations that produced **measurable cost reductions** across cloud providers
 - Designed and implemented **observability systems** (metrics, structured logging) that halved on-call resolution times
 - Became a visible representative of Form3 in the **Go community** through conference talks and meetup leadership
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BP (via **ECS Digital**) / Site Reliability Engineer

October 2021 - February 2022

- Designed and delivered an **end-to-end observability platform** using **Honeycomb** and **OpenTelemetry** for a key product line
 - Drove **SRE culture adoption** across engineering teams - on-call practices, SLI/SLO frameworks, toil reduction
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Barclays (via **ECS Digital**) / Go Software Engineer

October 2020 - September 2021

- **Lead developer** on a system that scaled from **zero to 70,000 chat conversations/day in two weeks**, serving **9.4 million customers**
 - Reduced AWS infrastructure costs by **40%** through service re-architecture
 - Won the **ECS Change Makers Award** for delivery and client impact
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ECS Digital / Go Software Engineer

July 2019 - February 2022

- Rebuilt a data discovery platform from a 12-hour monolith batch process into a **microservices suite completing in 10 minutes**
 - Designed **AI-integrated analysis pipelines** using Go, Python, and graph databases (dGraph, Neo4j)
 - Led the internal **SRE Guild** and onboarded/mentored engineers across the company
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Earlier Career - 2013 - 2019

Built foundational expertise across the full stack: **video processing & AI integration** at Calipsa (also served as Scrum Master, introducing Agile practices company-wide), **technical training** at Sparta Global where I trained three cohorts now placed at UK Home Office, Three Mobile, and UK Ministry of Justice, and **application/infrastructure work** at ABB where I automated a 4-hour validation process down to 5 minutes. I've also worked as a customer service specialist in various outlets.

Skills

Core Go/Golang, Rust, Python, TypeScript, C/C++, AI/ML Systems, Real-time DSP

Architecture & Infrastructure Microservices, Event-Driven Systems, Kubernetes, Terraform, Docker, AWS, GCP

Data PostgreSQL, MongoDB, DynamoDB, Neo4j, dGraph

Practices Engineering Team Leadership, Agile/Scrum, SRE, Observability, CI/CD (GitHub Actions, Jenkins)

Certifications

- **Systems Programming for Linux Containers** - man7.org - September 2022
- **Certified Kubernetes Application Developer** - The Linux Foundation - July 2021
- **Site Reliability Engineering Foundation** - DevOps Institute - May 2021
- **AWS Certified Database - Specialty** - Amazon - March 2021
- **AWS Certified Developer - Associate** - Amazon - October 2020
- **ITIL Foundation** - Conlea - June 2017

Speaking & Thought Leadership

- **ContainerDays Hamburg 2023** - Need For Speed: Scaling Go Microservices
- **GopherCon UK 2023** - The Shimmy to the Left: Why Security is Coming for Engineers
- **DevBcn Barcelona 2023** - Need For Speed: Scaling Go Microservices
- **GopherCon UK 2022** - [The Joy of Linters](#)
- **GoLab Firenze 2022** - [Call Me Maybe: Communication Between Microservices](#)
- **ContainerDays Hamburg 2022** - [Call Me Maybe](#) / [Cloud Confused](#)
- **Microsoft Tech Days** - Moderated Learn Go on Azure as a Golang SME
- **Devops Playground** - [Live: Building a CRUD API in Go](#)
- **Golang in London** - [Terminal Music Player](#) / [Structuring Go Programs](#)

Open Source & Community

- **Contributor** - Grafana Labs ([v7.0.0 beta](#)), Chef ([golang cookbook 5.2.0](#)), [Rod](#) (Chrome DevTools driver), VS Code Polish translation
- **Technical Trainer** - Code First Girls (two editions), Codebar, ColorInTech (two annual workshops)

Education

Cracow University of Technology **Power Engineering** / BEng

2013 - 2017

Engineering thesis: *Acoustic measurements of electrical engines*