

Ingrid Solberg **Engineering Manager**

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PROFILE SUMMARY

- **Engineering Manager** with **12 years in software**, the last **6 in management**, leading **14 engineers across two teams** on **personalization and recommendations** for a **consumer streaming product**, specializing in **team building, delivery discipline, and platform investment**.
- Runs teams on **Java** and **Kotlin** services with **Kafka, BigQuery**, and **GCP**, managed in **Jira** and **Datadog**, with two tech leads reporting in and the technical depth to arbitrate architecture decisions when they cannot agree.
- Deep expertise in **hiring at scale, performance calibration, career frameworks**, and **incident management**, using **quarterly OKRs, DORA metrics**, and a **70/30 feature-to-platform split** to ship **predictable delivery from teams people stay on**.
- Partners with **Product, Data Science, Design, and Finance** on a shared annual roadmap, owning **headcount planning, quarterly commitments, and the trade-offs between growth bets and reliability work**.
- Manager who builds **teams that promote from within: 9 promotions** in four years, **94% retention**, and three former reports now running teams of their own.

TECHNICAL SKILLS

People Management:	1:1s, calibration, career frameworks, promotion packets, coaching tech leads, difficult conversations
Hiring & Team Building:	hiring plans, structured interview loops, interviewer training, offer negotiation, onboarding, team composition
Delivery & Execution:	annual and quarterly planning, OKRs, DORA metrics, risk management, cross-team dependencies
Technical Direction:	architecture reviews, platform investment, SLOs and error budgets, on-call design, tech debt budgeting
Product & Roadmap:	roadmap co-ownership, prioritization frameworks, A/B test planning, stakeholder communication
Tooling & Platform:	Jira, GitHub, Datadog, PagerDuty, GCP (GKE, BigQuery, Dataflow), Terraform, Backstage
Engineering Background:	Java, Kotlin, Kafka, gRPC, PostgreSQL, distributed systems, recommendation pipelines

EDUCATION

KTH Royal Institute of Technology	M.Sc. in Computer Science	Stockholm, Sweden · Aug 2009 - Jun 2014
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WORK EXPERIENCE

Spotify	Engineering Manager	Stockholm, Sweden · Sep 2021 - Present
• Lead two teams (14 engineers, 2 tech leads) owning the home-page recommendation pipeline for 600M+ users, responsible for hiring, performance, delivery, and the on-call rotation for 9 services. • Grew the group from 8 to 14 by running 11 hiring loops in 18 months, training 12 interviewers and rewriting the rubric, which the wider org adopted and cut time to offer from 7 weeks to 4. • Set a 70/30 feature-to-platform split with Product and held it for 8 quarters, funding a Kafka pipeline rewrite that cut recommendation latency by 44% while shipping every committed launch. • Ran 6 performance cycles with calibration across both teams, delivering 9 promotions, coaching two engineers into tech lead roles, and keeping regretted attrition under 5% a year. • Co-own the annual roadmap with a Product Director and a Data Science lead, translating company OKRs into team goals and reporting monthly to a VP on 4 north-star metrics.		
Klarna	Tech Lead, then Engineering Manager	Stockholm, Sweden · May 2019 - Aug 2021
• Managed a team of 7 engineers on merchant onboarding in Java and Spring Boot, taking activation time for new merchants from 9 days to 2 through a self-serve rewrite. • Hired 4 engineers in the first year, including the team's first two senior hires, and introduced weekly 1:1s and written growth plans, which took engagement scores from the bottom quartile to the top. • Introduced DORA metrics and a blameless postmortem practice, cutting change failure rate from 18% to 6% and getting the team to daily deploys.		