Katharina Vogt Tech Lead

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PROFILE SUMMARY

- **Tech Lead** with **9 years** building **HR software and banking back ends**, now leading a **7-engineer team** that owns **absence management for companies across Europe**.
- Hands-on with **Kotlin**, **Spring Boot**, **PHP**, **React**, **AWS** (EKS, RDS, SQS), **PostgreSQL**, **Apache Kafka** and **Grafana**.
- Strong in **moving features out of a PHP monolith**, **event-driven design**, **design reviews** and **SLO-based on-call**, while still writing a steady share of the team's code.
- Works with the **EM, PM, design and the payroll and time tracking teams** in quarterly planning, design reviews and incident reviews.
- Mentors **3 engineers**, wrote the team's **code review guide**, and runs its **fortnightly design review**.

TECHNICAL SKILLS

Languages & Frameworks:	Kotlin, Java, Spring Boot, PHP, TypeScript, React
Cloud & Infrastructure:	AWS (EKS, RDS, SQS), Kubernetes, Docker, Terraform
Databases & Messaging:	PostgreSQL, MySQL, Apache Kafka, Redis
Architecture & Design:	System design, design docs, ADRs, event-driven architecture, REST APIs, strangler fig migrations
Testing & CI/CD:	Code review, CI/CD (GitLab CI), JUnit 5, Testcontainers, contract testing, feature flags
Observability & On-Call:	Grafana, Prometheus, OpenTelemetry, PagerDuty, SLOs, postmortems
Planning & Team Practices:	Sprint planning, Jira, estimation, pair programming, mentoring, technical interviewing

EDUCATION

Technical University of Munich — **M.Sc. in Informatics** — Munich, Germany · Oct 2015 to Aug 2017

WORK EXPERIENCE

Personio — **Tech Lead, Absence Management** — Munich, Germany · Apr 2022 to Present

- Wrote the tech plan and design doc to move absence management out of the PHP monolith into a **Kotlin** service on Kafka events, agreed it with 3 partner teams, and cut release time for absence features from 2 weeks to **1 day**.
- Built the accrual engine that works out leave balances under each country's rules in Kotlin, replacing nightly PHP batch jobs and cutting balance support tickets by **62%**.
- Planned each quarter with the EM and PM, split the work into milestones that fit in 1 sprint and cleared dependencies with payroll early, landing **11 of 12** roadmap milestones on time.
- Added Testcontainers integration tests and a contract test suite to **GitLab CI**, plus a review checklist for the team, cutting bugs that escaped each release from 6 to **2**.
- Set SLOs and **Grafana** alerts for 5 absence services and ran the team's on-call rotation, cutting out-of-hours pages from 20 a month to **4**.

N26 — **Backend Engineer to Senior Backend Engineer** — Berlin, Germany · Sep 2017 to Mar 2022

- Built the service that handles returned direct debits in **Kotlin** on Spring Boot, cutting processing time from the next business day to **2 hours**.
- Moved the transaction feed from database polling to **Apache Kafka** events, cutting read load on the core ledger database by **40%**.
- Ran the backend team's design doc reviews for 2 years and mentored 2 junior engineers, who each led a payments feature by their **second year**.