

DENYS VARLAN

Lead Frontend Engineer

Warsaw, Poland · Hybrid/Remote

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PROFESSIONAL SUMMARY

Software Engineer with 8 years of experience building enterprise frontend applications and 2+ years leading engineering teams. Experienced in Angular architecture, engineering standards, code review culture, and technical debt management. Led a team of 10 engineers while driving architecture decisions and remaining hands-on in development.

LEADERSHIP & TEAM MANAGEMENT

- Established engineering standards from the ground up: code review process and standards, TDD practices, code quality gates
- Led and managed an engineering team of 10 developers across multiple concurrent projects
- Conducted regular 1:1s, performance feedback, and goal-setting to support individual growth
- Owned hiring decisions - led technical evaluation and gave the decisive recommendation (final budget sign-off by CTO); managed onboarding and team composition
- Planned team capacity and allocated developers across projects based on business and client needs
- Recommended design alternatives and trade-offs during project scoping; prepared technical estimates

PROFESSIONAL EXPERIENCE

Lead Frontend Engineer | NEXIO (software house)

2023.12 – Present

Joined as Senior Frontend Developer, promoted to Lead within 6 months

Projects:

No-code Form Builder Platform

- Led a team of 4 developers; designed and delivered the platform over 18 months
- Built a schema-driven form engine with reusable, independently configurable components (inputs, selects, custom field types)
- Enabled business users to assemble complex forms without developer involvement — from a multi-day developer task to self-service
- Architected for extensibility: new field types and validation rules added without changes to the core engine; platform now powers 100+ production forms

Employee Performance Evaluation System

- Built a goal tracking and performance review system used across multiple organizational levels
- Implemented table-driven evaluation forms: multiple goals per employee, quarterly/yearly cycles, structured scoring, manager feedback
- Designed role-based workflows and access control for employees, team leads, and upper management

CMS Platform

- Architected and implemented a CMS module enabling non-technical users to manage website content independently
- Reduced client onboarding time by ~40%
- Remediated findings from external security audits (XSS, input sanitization)

Technical stack: Angular (19-21), TypeScript, RxJS, Nx, Jest, Spectator, AI-assisted Development (Claude, ChatGPT), Node.js, NestJs, Express, Redis, OAuth 2.0

Senior Frontend Developer | EXPLOREIT (medtech)

2023.01 – 2023.10

- Contributed to 'Axonometric' - a high-load web platform for speech therapy and patient-caregiver collaboration supporting hundreds of concurrent sessions (Angular 13+, WebSocket, RxJS)
- Implemented real-time session management dashboards with WebSocket communication
- Participated in delivery of 'MediDesk' - enterprise system for patient request management and business metrics (TypeScript, Nx monorepo, SASS)
- Worked with the UX/design team using Sketch and handled REST API integration documented via Swagger

Technical stack: Angular (13-16), React, TypeScript, RxJS, WebSocket, Nx, SASS, Swagger, OAuth 2.0

Frontend Developer | HOGS (logistics)

2021.04 – 2022.12

- Worked on an intelligent freight routing and management system built with Angular microfrontend architecture (Nx, Module Federation)
- Implemented Module Federation integration as part of the team, helping multiple frontend streams deploy independently
- Built responsive UIs with PrimeNG and contributed to NgRx state management for complex data flows
- Practiced TDD with Jest, helped bring unit test coverage to around 80%; also handled WebSocket communication for live freight tracking

Technical stack: Angular (10-12), Node.js, TypeScript, Nx, NgRx, PrimeNG, Jest, WebSockets, RxJS, Husky

Frontend Developer | METAG (edtech)

2019.09 – 2021.03

- Worked on a national exam management and result publication system - enterprise-grade, handling 10,000+ concurrent users at peak times
- Implemented WCAG 2.0+ accessibility across assigned interfaces to meet government compliance requirements
- Contributed to state management with RxJS and Redux; also helped build a shared component library with Angular Material that saved the team around 20% dev time

Technical stack: Angular (8-12), TypeScript, RxJS, Redux, Angular Material, WCAG 2.0+, OAuth 2.0

Frontend Developer | ONEXGROUP

2018.08 – 2019.08

- Built e-commerce platforms, admin panels, and landing pages using JavaScript, jQuery, AJAX, Bootstrap, .Net

Frontend Developer | LINELAB

2017.06 – 2018.02

- Created advertising banners and landing pages.
- Gained initial experience with Gulp, JS and Bootstrap.

TECHNICAL STACK

Core: Angular · React · TypeScript · JavaScript (ES6+) · RxJS · NgRx / Redux · Angular Signals

Microfrontends: Module Federation · Nx · Web Components

Styling: SCSS · Angular Material · PrimeNG · Kendo · Bootstrap · WCAG 2.0+ · RWD · Mobile First

Testing: Jest · Spectator · Cypress · TDD

Security: OAuth 2.0 · RBAC · XSS remediation · Angular sanitization · security audit response

Backend: NestJS · Node.js · .Net · MongoDB · PostgreSQL

Build Tools: Webpack · Vite · npm · gulp

Methodologies: Scrum / Agile · Clean Code · Code Review · Technical Debt Management

Other ✓: WCAG 2.0+ · Figma · Pencil · Docker · CI/CD · Git · Jenkins · Kubernetes · Jira · Confluence

EDUCATION

MSc in Information Technology

Politechnika Częstochowska · 2016–2018

BSc in Information Technology

Odessa National Polytechnic University · 2012–2016

LANGUAGES & SOFT SKILLS

Languages: English B2 · Polish C1 · Ukrainian C2 · Russian C2

Communication: Cross-functional collaboration (Arch, DevOps, Backend, Product)