

Thomas Uebel

Software Engineer / Engineering Manager

Profile

Experienced Software Engineering Leader with over 16 years in the tech industry, combining technical expertise with strong leadership capabilities. Proven track record in leading distributed, cross-functional teams and driving organizational transformation in fast-paced e-commerce environments. Passionate about servant leadership, engineering craftsmanship, and creating exceptional developer experiences. Skilled in bridging technical and business domains while fostering agile, collaborative team cultures.

Selected Achievements

- De-risked multi-million euro platform migration and enabled data-driven decisions on full European rollout by successfully launching MVP of new webshop in Belgium
- Increased fault tolerance, eliminated production outages, and improved customer trust by leading the rewrite of vendor frontend and infrastructure from Platform.sh to AWS within time and budget constraints
- Reduced release cycles from weeks to days, enabling faster time-to-market by pioneering feature toggles and infrastructure-as-code
- Improved flow and delivery predictability, increasing stakeholder confidence and enabling more accurate business planning by leading team transition from Scrum to Kanban (measured through DORA metrics)
- Strengthened business continuity posture and reduced potential revenue loss from system failures by championing production-readiness and resilience engineering tests in production environment

Experience

Head of Engineering

Mister Spex SE, Berlin

June 2023 – January 2026

- Responsible for 15+ engineers (internal & external) across three teams with one engineering manager in hybrid, distributed, multilingual environment
- Reported directly to CTO; collaborated with C-Level (CRO, CCO, CPO) on organizational restructuring and strategic planning while coordinating software delivery with stakeholders
- Managed hiring/sourcing collaborating closely with HR und business partners, conducted employee performance reviews, promotion decisions, and layoff conversations
- Led evaluation, selection, and purchasing of technology in coordination with ITSM and IT Procurement Office
- Participated in planning, estimation, and delivery coordination across Legal, Fulfillment, Backend, Marketing, and Data departments

Technologies: Java, Python, TypeScript, React, Vite, AWS, GCP, Azure, GitLab CI, GitHub, Github Actions, DataDog, Jira, Unleash, AWS CDK

- Led cross-functional team of 5-7 engineers with technical and disciplinary responsibility including performance reviews and one-on-ones
- Delivery from planning to implementation collaborating with UX and Product owner, conducting code reviews, facilitating pairing and mob-programming
- Improved software delivery through application of best practices (e.g. feature toggles, IaC, chaos testing, incident management), measured through DORA
- Completed Mister Spex leadership training program

Technologies: Java, Python, Flask, React, NextJS, NestJS, Intershop, AWS (CDK), Unleash, DataDog, Gitlab CI, NGINX

Senior Software Engineer
July 2016 – July 2019

Mister Spex GmbH, Berlin

- Refinement, planning, and implementation of features in Mister Spex e-commerce backend and frontend
- Collaborated with Product Owners on story and feature shaping
- Participated in agile ceremonies (retrospectives, refinements, demos)
- Championed pair programming practices within my team and introduced circuit breakers
- Worked towards Linux to be adopted as an option for Mister Spex development devices

Technologies: Java, JUnit, Hystrix, ISML, HTML, CSS, Tomcat, Bash

Senior Software Engineer / Tech Lead
November 2011 – June 2016

Springer Nature Group, Berlin

- Feature development, maintenance and migration efforts for multiple Springer Nature departments
- Delivered headless CMS api and tooling on CoreMedia 7 platform
- Gained hands-on experience with You-Build-It-You-Run-It operations model and participated in on-call rotation.

Technologies: Java, CoreMedia, Git, Jenkins, Icinga, Chef, Grafana, Scrum, Kanban, DevOps

System Developer
September 2008 – October 2011

DPS Engineering GmbH, Hamburg

- Developed and maintained features for a high-availability system for clearing and settlement (GPayS)
- Implemented multiple SEPA-related features and participated in on-call rotation to ensure system reliability

Technologies: Java, Websphere Application Server, Oracle, Visual Basic, Perl, XML, XSLT, SVN

Education

Dipl.-Inform. (FH) in Computer Science and Media Informatics
Fachhochschule Lausitz, Senftenberg, Germany
September 2003 – July 2008

Grade: 1.6

Diploma Thesis (Grade: 1.3)
Vattenfall Europe Mining, Schwarze Pumpe, Germany
“Requirements for Integration of RFID in the Maintenance Process of Schwarze Pumpe Main Workshop for Component Identification and Tracking”

Leadership & Focus Areas

Servant Leadership * Mentoring * OOP * Agile practices * Craftsmanship * Developer Experience