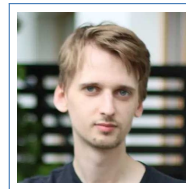


Dariusz Niemczyk

VP of Engineering
Senior Fullstack Engineer & Tech Lead

Warsaw, Poland
✉ joboffers@phoelid.me
in [phoelid](#)



Summary

Hands-on engineering leader (12+ YOE) who ships production systems and builds teams simultaneously. Core stack: TypeScript, React/Next.js, Node.js, PostgreSQL, Azure, Kubernetes. Delivered a compliance platform serving tens of thousands of users across Norwegian financial institutions owning architecture, recruitment, and delivery. Proven across fintech, healthcare, e-commerce, and mobile domains.

Experience

2023-01–present **MEWB**, *Software Engineer Engineering Lead VP of Engineering*, Norway (remote)

Led multiple concurrent client engagements as the team grew, progressing from individual contributor to VP of Engineering over 3+ years. Cross-project responsibilities: grew a junior developer from zero commercial experience to early-senior level in 2 years; another mentee progressed enough to secure a significant external offer. Led secrets vault migration, preview-environment tooling, software spend optimization, contractor compliance, onboarding/offboarding, and project tooling decisions.

2022-09–2023-01 **Nebulab**, *Senior Software Engineer*

awaytravel.com: Ruby on Rails backend, Next.js frontend; identified and resolved architectural issues. Contract ended by mutual agreement.

2022-03–2022-09 **Element**, *Senior Software Developer*

Element Web (Matrix client): resolved complex cross-browser rendering bugs by deep-diving into browser rendering pipelines, including font anti-aliasing issues. Built UX features (progressive image loading, scroll preservation); fixed CSS compilation pipeline enabling proper hot reload and faster developer iteration. Contract concluded due to international relocation.

2019-09–2022-03 **Fuse**, *Senior Software Engineer*

Co-redesigned in-house React Native framework with the CEO: restructured rendering pipeline, introduced reducer-based dynamic view system; developed iOS/Android apps and component libraries.

2016-09–2018-12 **Pagepro**, *Senior Frontend Developer*

Architecture, code review, and daily client communication. Led frontend development across multiple client projects over 2 years 3 months.

2015-06–2016-09 **SoftwareHut**, *Frontend Engineer & Team Leader*

Built a communicator platform; led a frontend team. Stack: AngularJS, React, MobX, TypeScript.

2012–2015 **Bluesoft, Futuresense, HEVI, sixboxes, Developer**

Various developer roles spanning full-stack and game development across multiple companies (approximately 2 years combined across Futuresense, HEVI, and sixboxes; 1 year 3 months at Bluesoft).

Selected Project Deliveries

2023–2024 **Arx Compliance, MEWB**

Responsibility: Norway's leading employee compliance platform for financial regulations. Led a 4-person team end-to-end from architecture and recruitment through deployment and security audits. Architected and shipped a full-stack compliance platform deployed on Azure with Pulumi IaC and Kubernetes; built per-PR preview environments for rapid iteration. Specified and delivered a sub-10ms full-text search service over a multi-GB global securities dataset, 40% under the 16ms frame-budget target. Built automated compliance rule engine with GDPR controls, encryption, and white-label enterprise deployment; mentored 2 junior developers and recruited a replacement CTO for the client.

Result: Platform now serving tens of thousands of users across Norwegian financial institutions.

Technology: Next.js, TypeScript, Prisma, PostgreSQL, Azure, Pulumi, K8s, Typesense, GitHub Actions

2025–present **Healthcare SaaS, MEWB (Confidential Client)**

Responsibility: Enterprise healthcare platform with 300+ legal/regulatory requirements. Tech lead and project manager for a team of 4 devs + 1 PO; owned recruitment (hired senior developer and DevOps engineer) and led complex domain analysis and architecture decisions. Architected multi-tab session synchronization using Redis + Redlock, eliminating redundant API calls; built Cloudflare Tunnel dev environments enabling OAuth integration testing. Resolved critical FHIR library issues with workarounds and upstream contributions; translated early investor-demo prototypes into production-ready features.

Technology: TanStack Start, ElysiaJS, Aidbox (FHIR), PostgreSQL, Prisma, Redis, Zod, Docker

2023–present **OOV Blockchain Product Authenticity Platform, MEWB**

Responsibility: Cross-platform mobile app for a blockchain product authenticity platform. Built the app together with a compliant mock server for an undocumented blockchain wallet API; managed stakeholder alignment through daily scoping sessions.

Result: Project concluded due to client business decision; led structured knowledge transfer and handoff.

Technology: Expo, React Native, TypeScript

2023–present **E-gaming SaaS, MEWB (Confidential Client)**

Responsibility: Backend platform for an e-gaming SaaS. Assumed technical lead role outside core domain expertise; continued long-term mentorship of a junior developer across 3 consecutive projects.

2023–present **My-Kaaro Next-Day Delivery Service, MEWB**

Responsibility: Delivered a complete production app with payment processing in under 48 hours together with one junior developer.

Result: Live and transferred to client.

Technology: Next.js, Supabase, Stripe

Skills

Languages & Frameworks	TypeScript, JavaScript, React, Next.js, Node.js, React Native, Expo, TanStack Start, Hono, ElysiaJS
Backend & APIs	REST APIs, tRPC, Prisma, Zod, Stripe, PostgreSQL, Redis, Supabase, Aidbox (FHIR)
Cloud & Infrastructure	Azure, Kubernetes, Docker, Pulumi (IaC), Cloudflare, GitHub Actions CI/CD
Search & Testing	Typesense, Jest, Vitest, Playwright, ESLint, automated CI pipelines
Frontend	Tailwind CSS, accessibility, cross-browser rendering, progressive enhancement
Leadership	Team management (up to 5), recruitment, mentorship, architecture ownership, Agile/Scrum

Languages

English	Fluent (daily professional use, 10+ years)
Polish	Native