JÓNATAN ROJAS

Engineering Manager · Technical Delivery · Ruby on Rails Lead

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CORE COMPETENCIES

Team Productivity

Agile routines (Scrumban), tracking velocity, unblocking engineers, capacity planning.

Delivery Management

Dual-track discovery, requirement scoping, cross-departmental alignment, on-time launches.

B2B & Enterprise

Enterprise SaaS, facility management marketplaces, high-throughput transactional platforms.

Automation & AI

n8n workflow automation, AI-assisted internal tooling, API integrations.

TECHNICAL TOOLKIT

BACKEND & SYSTEMS

Ruby on Rails (10+ yrs), API Design & Integrations, SQL / PostgreSQL, System Architecture.

PROCESSES & MANAGEMENT

Dual-Track Agile, Scrumban, Sprint Rituals, OKR Tracking, Capacity Planning, 1:1 Routines.

TOOLS & PLATFORMS

Jira, Asana, Trello, n8n, GitHub, CI/CD, AWS, Sentry, Datadog.

LANGUAGES

Spanish
Native

English
Full Professional Proficiency

PROFESSIONAL PROFILE

Engineering manager with over 9 years of experience helping teams deliver software predictably and efficiently. I focus on bridging the gap between technical execution and business goals, turning around stalled roadmaps, scaling platform reliability, and building high-performance engineering cultures.

EXPERIENCE

Engineering Manager · **Hubtype** — May 2023 – May 2026 (Madrid / Remote)

Conversational AI platform helping enterprise B2C brands manage customer interactions at scale.

- **Delivery Turnaround:** Introduced agile routines and capacity planning, enabling 7 engineers to juggle 14+ concurrent projects with a 100% on-time delivery rate.
- **Platform Reliability:** Managed bots with more than 10M+ monthly WhatsApp messages, reducing production incidents from 5 to 0.5/month.
- **Stakeholder Alignment:** Partnered with Customer Success and leads to align engineering roadmap with enterprise client SLAs.
- **Team Growth:** Established career progression frameworks and 1:1 coaching, driving 3 internal promotions and high team retention.

Technical Project Manager · **Returnly (Affirm)** — Feb 2021 – May 2023 (Remote - US)

Fintech leader in post-purchase payments and automated returns (acquired by Affirm).

- **Predictable Delivery:** Clarified cross-team technical specifications to consistently hit strict enterprise launch milestones.
- **Cross-Functional Bridge:** Connected SRE, Data Science, Product, and Core Engineering teams to eliminate high-dependency blockers.
- **Executive Visibility:** Rolled out Dual-Track Agile routines, providing executive leadership real-time visibility into squad velocity.
- **Governance & Compliance:** Established software capitalization governance and project tracking aligned with financial audit standards.

CTO · **Famaex** — Dec 2017 – Jun 2020 (Remote - Madrid)

B2B on-demand marketplace for corporate facility management.

- **Turnaround & Scalability:** Promoted to CTO within 6 months after rescuing the R&D roadmap and migrating legacy platform to modern scalable stack.
- **PropTech B2B Suite:** Built complete product suite (core admin, provider portal, ticketing workflows) while hiring and leading 6 engineers.

Team Lead · **Paktor - M17** — Mar 2017 – Nov 2017 (Remote - Singapore)

- **Global Leadership:** Managed 4 distributed teams (9 engineers in India, Russia, Taiwan, Singapore, Spain) delivering social discovery apps.

CTO & Co-Founder · **Groopify & Innovega** — Mar 2009 – Nov 2016 (Madrid, Spain)

- **Leadership & Architecture:** Built cross-functional teams (iOS, Android, Backend) and established Scrumban workflows; engineered 20+ client platforms.