



DANIEL KOWALSKI

Full Stack Developer

Staff full stack engineer with 13 years across consumer and B2B platforms. Set technical direction for multi-team initiatives, own architecture decisions that span frontend, backend, and data, and partner closely with product and infrastructure leadership.

CONTACT INFORMATION



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EDUCATION

M.S. Computer Science, University of Wisconsin-Madison, 2011

B.S. Computer Science, University of Minnesota, 2009

KEY SKILLS

- TypeScript, Kotlin, Python, Go
- React, Angular, Next.js
- Node.js, Spring Boot, FastAPI
- PostgreSQL, ClickHouse, Aurora, Kafka
- AWS, Terraform, Kubernetes
- Multi-tenant architecture
- SOC 2, HIPAA compliance
- RFC and design review leadership
- Incident command and postmortems
- Roadmap and capacity planning

PROFESSIONAL EXPERIENCE

Staff Software Engineer | Halberd Analytics, Minneapolis, MN
2021 - Present

- Set the architecture for a real-time analytics product spanning 3 engineering teams (React, Kotlin/Spring, ClickHouse), now serving 2,400 enterprise tenants
- Authored the RFC process used company-wide, which has produced 47 published RFCs and cut average decision time on cross-team changes from weeks to under 6 days
- Led the multi-tenant data isolation effort that passed SOC 2 Type II audit on the first attempt
- Coach 6 senior engineers across two pods, with weekly 1:1s focused on design reviews and career growth
- Partner with the VP of Product on quarterly roadmap planning and capacity tradeoffs

Principal Engineer | Foxgrove Insurance Tech, St. Paul, MN
2017 - 2021

- Led the platform split from a PHP monolith into 11 Node.js and Python services over 14 months, with no customer-visible incidents during cutover
- Built the internal developer platform (CI templates, golden paths, paved-road services) adopted by 38 engineers
- Reduced AWS spend by \$1.2M annually by right-sizing RDS instances and moving cold workloads to spot fleets
- Owned the incident review program and trained 9 engineers as incident commanders
- Represented engineering in the company's annual SOC 2 and HIPAA audits

Senior Software Engineer | Northgate Retail Group, Bloomington, MN
2013 - 2017

- Built the order management web app in Angular and a Java Spring backend, supporting 380 store associates
- Designed the warehouse pick-list API used by 6 distribution centers, processing about 22,000 orders a day at peak
- Led the migration from on-prem Oracle to AWS Aurora over an 8-month window
- Wrote the engineering team's first on-call rotation and runbook standards

Software Engineer | Glasswing Studios, Madison, WI
2011 - 2013

- Built features for a Rails-based learning management product used by around 90 K-12 schools

- Owned the gradebook export pipeline and added support for 3 new state reporting formats
- Wrote the integration tests for the new SSO module, catching a session-bleed bug pre-launch
- Was the primary on-call for the billing service for 14 months