



# Nikola Kovacevic

 nikola@nikolak.com     Munich, Germany  
 LinkedIn Profile     nikolak.com

## PROFILE

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Engineering Manager with 10+ years of experience in cloud infrastructure, backend systems, and event-driven architectures. Led key strategic initiatives, driving multi-million-euro projects and collaborating directly with C-level executives to align technology with business goals. Joined Hetzner Cloud at its inception, helping scale it from the ground up and building critical platforms such as Identity Management (IDM) and billing systems. Skilled in Python, Go, Kafka, Kubernetes, and microservices, with a track record of fostering open collaboration, mentoring teams of up to 12 engineers, and delivering solutions that handle high-traffic workloads and complex requirements. Excelling in remote/hybrid environments.

## WORK EXPERIENCE

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### Hetzner Cloud GmbH

*Team Lead IDM / Billing* 2023 – present | Munich (Remote), Germany

- Scaled the IDM and billing teams from 3 to 5 direct reports, integrating with SAP BRIM (as part of a multi-million-euro project) and ensuring high stability.
- Partnered with Finance to unify billing across Hetzner products, receiving direct recognition from the CEO for strategic alignment.
- Accelerated billing cycles from 4 days to 4 hours through architectural optimizations and thorough testing (~85% coverage).
- Maintains mandatory 1:1 sessions, consistently earning positive feedback and strong team morale.

*Team Lead Backend* 2020/11 – 2023 | Munich (Remote), Germany

- Grew the backend team from 5 to 12 engineers, promoting several into leadership as the organization expanded.
- Led the transition from a monolithic system to event-driven microservices, supporting over 5 million VPS deployments.
- Oversaw CI/CD pipelines, coding standards, and cross-department collaboration to deliver features on schedule.
- Received frequent commendations from the CEO and product stakeholders for reliability and adaptability.

*Senior Software Developer* 2016/11 – 2020/11 | Munich, Germany

- Founding engineer for Hetzner Cloud, developing core backend systems, including the billing platform.
- Instituted engineering best practices (source control, continuous deployment, code reviews) for a high-performance culture.
- Reduced production issues significantly by establishing dev/staging/prod environments and robust monitoring (Sentry, Prometheus, Grafana).

**3megawatt GmbH**, *Lead Software Developer*

2015/08 – 2016/11 | Munich, Germany

- Led a 4-member team to build a SaaS renewable-asset management platform using Python/Django.
- Delivered the MVP in under 3 months, maintaining on-time and in-budget performance.

**Freelancer / Contractor**, *Software Developer*

2012/01 – 2015/08 | Remote

- Developed backend solutions in Python (Django, Flask) for multiple clients.
- Built RESTful APIs serving hundreds of thousands of users, adding automated testing and performance tuning.

## CORE STRENGTHS

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### Team & Project Leadership

Built and managed teams from 3 to 12+ members, focusing on career growth and advanced mentoring.

### Technical Architecture

Devised microservice and modular approaches aligned with team size, ensuring scalability.

### High-Traffic Systems

Oversaw deployments handling up to 1M Kafka events/hour and ~1K API requests/sec.

### Hands-On Coding

Frequently contributes to Python-based billing solutions while also guiding and developing Go services.

### Strategic Collaboration

Works closely with C-level, product, and cross-functional teams for resource planning and roadmaps.

### Remote-Friendly Management

Spearheaded the shift from office-only to remote/hybrid teams, emphasizing transparent communication.

### Fraud Reduction & Compliance

Implemented fraud detection measures, ensuring platform integrity and mitigating financial risks.

## TECHNOLOGIES & TOOLS

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### TECHNOLOGIES & TOOLS

- **Languages:** Python, Go
- **Cloud & Infra:** Kubernetes, Docker, Postgres, Kafka, RabbitMQ
- **DevOps & CI/CD:** GitLab, Prometheus, YouTrack
- **Methodologies:** Agile, Event-Driven Architecture, Microservices

## ADDITIONAL DETAILS

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### Languages

German (Fluent), English (Fluent), Serbian (Native)

### Work Style

Prefers remote or hybrid; experienced with distributed teams and global collaboration.

### Interests

IoT projects (Home Assistant, MQTT), guitar, and film/digital photography.

### Citizenship

German