

Nima Habibkhoda

Engineering Technical Leader | Engineering Manager

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PROFESSIONAL SUMMARY

Software engineer and Technical Lead with 10+ years of experience leading frontend strategy, scalable architecture, and delivery systems across product teams. Builds developer productivity through CI/CD optimization, platform standards, and pragmatic engineering practices. Leads high-performing cross-functional teams, mentors engineers, improves execution, and aligns technical direction with business priorities to create reliable products and scalable engineering organizations.

CORE COMPETENCIES

- **Leadership:** Engineering leadership · Mentoring · Hiring · Technical strategy · Cross-functional alignment · Stakeholder communication
- **Architecture:** Frontend architecture · System design · Microfrontends · Design systems · Domain-driven design
- **Delivery:** CI/CD · Testing strategy · Feature flags · Developer experience · Release engineering · Quality gates
- **Technology:** React · Next.js · TypeScript · Vue · Svelte · React Native · Node.js · GitHub Actions · AWS

PROFESSIONAL EXPERIENCE

Celebratix

Amsterdam, North Holland,
Netherlands · Full-time
Dec 2025 - Present

Frontend Technical Leader

Frontend technical leadership across four products, owning strategy, roadmap work, quality gates, release infrastructure, AI agent workflows, testing standards, and cross-team engineering leadership.

- Owned frontend strategy across four products, leading roadmap work for a React dashboard, Svelte widget, and two React Native apps.
- Reviewed 470+ pull requests from 18+ engineers while personally shipping 290+ merged PRs across frontend and backend repositories.
- Led a Dashboard migration from Next.js to Vite and React Router using a 26-step plan, 460-file cutover, and reversible deployment.
- Built a frontend release platform with semantic-release, changelogs, Slack notifications, and release visibility.
- Proposed and shipped \$0-cost per-PR preview environments, improving review confidence without adding infrastructure cost.
- Designed and shipped a cross-repository AI agent platform while preserving engineering review standards.
- Reduced frontend hotfix rate from approximately 9% to 3% across four codebases by shifting quality checks before merge.
- Drove cross-team engineering guilds, staffing recommendations, retrospectives, and demo coaching after the organization split into product teams.

Technical Lead

Technical leadership across reliability, delivery process, hiring, mentorship, feature flags, AI-driven product solutions, and cross-functional engineering execution.

- Established a scalable On-Call process to proactively manage critical incidents, ensuring rapid response times and maintaining platform reliability, which empowered engineers to take ownership of system stability while reinforcing continuous delivery standards.
- Designed and implemented a freelance developer integration model, aligning external contributors with internal team rituals, technical standards, and product vision.
- Launched personalized growth plans for engineers, enabling structured career development through mentorship, goal alignment, and competency mapping.
- Spearheaded the redesign of the CI/CD process, ensuring streamlined software delivery practices in alignment with adaptive and agile methodologies.
- Conducted technical interviews, contributing to the growth of a high-performing engineering workforce and refining hiring strategies for top tech talent.
- Revamped team workflows by integrating modern agile frameworks, boosting development efficiency and fostering collaboration.
- Enhanced cross-functional synergy by bridging engineering, product, and design teams, ensuring cohesive efforts towards business objectives.
- Introduced feature flags to facilitate safe, incremental rollouts, minimizing risks associated with large-scale deployments.
- Conceptualized and implemented AI-driven solutions to enhance customer satisfaction, showcasing a product-led approach to innovation.
- Championed best practices in code quality through detailed reviews, promoting technical excellence across the engineering domain.
- Led cross-functional collaboration, bridging gaps between design, engineering, and product teams to ensure timely and successful project delivery.
- Represented the engineering team in strategic discussions, articulating technical insights to stakeholders and aligning organizational objectives.

Trengo**Senior Software Engineer**

Netherlands · Full-time
Aug 2021 - Jun 2024

Senior frontend engineering across monorepo architecture, feature flags, microfrontends, CI/CD optimization, TypeScript migration, Cypress E2E testing, design systems, mobile performance, and mentoring.

- Implemented high-performance microfrontend architecture while modernizing frontend/backend boundaries.
- Implemented a monorepo feature-flagging system to support safer controlled rollout practices.
- Made the Webpack build and GitHub Actions CI/CD pipeline 8 times faster while adding coverage and security checks.
- Improved mobile performance on large data 5 times faster through benchmarking on older Android devices and BrowserStack.
- Led frontend delivery for Workload Balancing, one of Trengo's most recognized product features.