Marek Stasikowski
Software Engineer

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I've been building for the web since 2005, starting with UI design before moving into JavaScript full-time. Node.js drew me into full-stack development. Tutoring maths and physics beforehand honed my mentoring instincts.

My career grew into platform architecture, team leadership, and XP practices - I love inviting feedback early, whether from my IDE or stakeholders. Currently exploring how AI agents can accelerate development, building multi-agent systems with automated quality gates. I remain drawn to engineering leadership: shaping teams, refining processes, and ensuring quality at scale.

Currently using: TypeScript, React, Claude Code, MCP, AWS, Kubernetes. Previously: D3.js, Rails, Clojure, OpenShift, GCP.

Best code is no code. Small, incremental, transparent, continuously verified and integrated changes come second. — Marek Stasikowski

Experience

Kotai London
Lead Engineer
November 2025 - present

Building AI-powered developer tooling and MCP-based automation systems, focusing on practical applications that deliver measurable productivity gains.

- **comms-mcp**: A unified communications assistant connecting email, iMessages, and WhatsApp via Model Context Protocol. Processes 280 emails/week with AI summaries, reducing triage time by 70%[1]. Used to resolve a small claims dispute: instant message retrieval, evidence organisation, and automated court correspondence recovered £1,080.
- **hybrid-memory**: A semantic memory system combining pgvector embeddings with BM25 full-text search via Reciprocal Rank Fusion, enabling long-running agentic sessions to share insights across projects.

Hosting: Vercel, Fly.io, Infomaniak · Claude Code · MCP (Model Context Protocol) · TypeScript · Bun · SolidJS · Astro · PostgreSQL · Embeddings

NewStore
Staff Software Engineer
March 2025 - October 2025

Staff engineer at an omnichannel retail platform, focusing on system resilience, performance optimisation, and developer productivity.

- Unblocked $6M ARR product add-ons feature by pragmatically isolating one component from a stalled "big rewrite", using characterisation tests to safely lift it to production - cutting delivery time from months to 2 weeks.
- Designed circuit breaker patterns for both synchronous (HTTP) and asynchronous (message queue) flows to prevent incidents caused by third-party systems, each costing up to 5 hours of on-call time plus week-long follow-ups.
- Led BFCM load testing and optimisation: tuned Kubernetes HPA, scaled AWS databases, optimised SQL queries - achieving target of 44 orders/second (over 2x previous year's average).
- Prototyped NewStore MCP - connectors to GitLab, AWS, OpenSearch, Prometheus, RabbitMQ, and Kubernetes - reducing incident investigation from up to a day to 20 minutes[2] by unifying data scattered across microservices, Slack, Confluence, and observability tools.
- Presented at weekly knowledge sharing sessions on legacy codebase strategies, testing approaches, and Monte Carlo-based delivery forecasting.

AWS: EKS, Lambda, S3, RDS, Aurora, SNS, SQS, API Gateway · Terraform · GitLab CI/CD · Python · Go · TypeScript · React · Microfrontends · RabbitMQ · OpenSearch

101 Ways
Staff Software Engineer

Marks & Spencer

October 2024 - February 2025

Platform engineer for an 800-engineer monorepo, focused on CI performance and onboarding efficiency.

• Championed Blacksmith migration to halve 30+ minute merge queues and reduce CI costs 4x - design approved, taken over by security review and procurement.
• Quantified onboarding friction: 30 days to get "hello world" to production. First automation iteration estimated to save 5 days per new project.
• Coached teams in mutation testing using Stryker to expose gaps and overlaps in test coverage, providing this as a new platform capability.

Next.js · Nx · Azure Pipelines · GitHub Actions · Stryker

CMC Markets
Consultant then Principal Software Engineer

June 2022 - March 2024

Joined as consultant to streamline a 100k+ SLOC React/Redux onboarding application; permanently hired as Principal Engineer after one year.

• Shaped architecture of multi-dimensional onboarding app, clearing significant tech debt while championing TDD, BDD (Cypress, Cucumber), and robust CI/CD practices.
• Led migration from legacy Java monolith to serverless AWS using facade pattern, gradually replacing legacy flows with Lambda functions and Step Functions.
• Designed system integration with SingPass and KYC providers like Signicat.
• Implemented Options trading extensions in the user account section, contributing to multi-million ARR feature rollout within 3 months.
• Zero missed FCA regulatory deadlines - critical for a financial services platform.
• Frequent mentorship unblocking team members across frontend and backend work.

AWS: Lambda, Step Functions, S3, API Gateway · Terraform · Spring · RxJava · ActiveMQ · React · Redux · Angular · RxJS

Global Relay
Senior Developer then Team Lead

June 2020 - June 2022

Built customer-facing platform configuration and admin tooling; promoted to Team Lead December 2021.

• Established XP feedback loops: fast tests, acceptance tests, pair programming, daily deploys with QA/PO involvement, and fortnightly stakeholder product reviews.
• Reduced cycle time variability from 50% to near zero - tickets consistently completed in 2 days.
• Replaced finger-in-air estimates with Monte Carlo projections based on historical data, removing time pressure from engineers.
• Reduced time spent on ceremonies: standups under 10 minutes using ActionableAgile aging WIP view, focusing only on outliers and current technical decisions.
• Coached team in TDD; organised practice sessions across London engineering community.

OpenShift · React · Redux · XState · Microfrontends

Equal Experts
Tech Lead

Pret a Manger

January 2020 - April 2020

First engineer on re-platforming effort to end £500k/year agency dependency.

• Designed and gained stakeholder approval for headless CMS architecture (Contentful + Commercetools) with hybrid static/SSR on GCP Cloud Run.
• Laid technical foundation across platform, product, and design: component library with Storybook, establishing protocol with UX/design team.

GCP: Cloud Run, Cloud Storage, Artifact Registry · Next.js · React · Tailwind CSS · Storybook

SPYSCAPE
Software Engineer

August 2019 - January 2020

Engineer for an espionage museum's interactive experiences and visitor profile system in New York.

• Extended games and online profiles with new ways of browsing takeaway videos and exploring visitor data.
• Worked with real-time data streaming from physical devices (RFID wristbands, iPads) throughout the venue via AWS Kinesis.

AWS: EC2, Kinesis, S3, RDS, API Gateway · Ruby on Rails · Node.js · React · Redux

Equal Experts
Software Consultant

April 2018 - July 2019

JavaScript consultant at major UK retailer and Swedish fintech.

John Lewis & Partners

August 2018 - July 2019
• Built foundation for customer support app targeting reduction of £800k/year live agent costs; mentored JL Partners in frontend development.
• Cleared CSS theming tech debt to enable rebranding in My Account. Later built Auth0 integration replacing legacy system.

React · Redux · Auth0

Klarna

April 2018 - July 2018

Joined Authentication & Personalisation team to take ownership of services inherited from another team, reverse engineering and providing out-of-hours support.

Ruby on Rails · Node.js

uSwitch
Senior Developer
March 2017 - March 2018

Rebuilt legacy Rails energy switching journey using React/Node with Strangler Fig pattern.

- Improved conversion rate from 2-3% to nearly 4% through modernised UX and A/B tested incremental migration.
- Redirected traffic step-by-step to new stack, eventually reducing Rails app to pure data service.

Node.js · Clojure · Ruby on Rails · GraphQL · React · Redux

notonthehighstreet.com
Front End Engineer
February 2015 - March 2017

R&D role pioneering server-side React rendering for checkout pages.

- Established universal React approach that became industry standard; set technical strategy for the business.
- Shared learnings at meetups (NOTHS, Pivotal, University of London) and ReactJS Day Verona.

Node.js · React · Redux

Earlier Experience

McKinsey & Company / JavaScript Consultant   September 2014 - February 2015

Worked directly with international clients, fitting solutions to existing infrastructures. Ran a one-stop shop for front end/JavaScript prototypes, both mobile and desktop.

Node.js · AngularJS

Cigna Insurance Services / JavaScript Developer   June 2014 - September 2014

Built travel and life insurance policy configurators in a team of four AngularJS developers.

AngularJS

Pearson PLC / JavaScript Developer   June 2013 - May 2014

Developed a Node.js API to query Elasticsearch and built UIs for a big data analysis platform in the Data Analytics and Visualization team.

Node.js · Backbone.js · Elasticsearch

SiteSell Inc. / JavaScript Developer   March 2011 - June 2013

Worked remotely with a Canadian team on a website building solution, developing rich MVC components including file managers with drag-and-drop functionality.

Vanilla JS · Custom MVC

Roche Pharmaceuticals / Front End Developer   October 2008 - March 2011

At the corporation's main software house, designed information architecture and built UI mockups and front ends for internal applications.

K2 Internet / Web Developer   January 2006 - September 2008

First full-time role at the largest interactive media agency in Poland, building websites for various clients.

Feedback I've Received

Sourced from LinkedIn recommendations, 360 reviews, performance reviews, and interviews

Technical Leadership

Marek strikes a rare balance between being deeply hands-on and providing clear guidance to the team, enabling sound decision-making and adherence to best practices. With a strong focus on frontend development, complemented by a solid foundation in backend systems, he ensured that projects were executed seamlessly and delivered at the highest standard. Among his many contributions, Marek was responsible for defining the strategy and technical vision for one of the company's largest and most critical platforms - a tool used by all of our retailers to optimise routing, order management, and store operations. His passion for UI/UX, TDD, CI/CD and commitment to rigorous testing practices elevated the quality of everything we delivered.

He led the frontend team without having the title on paper, just because the other team members trust him as a leader. Marek certainly has the ability to lead a pod himself. I consider him to be my deputy in the pod.

TEAM LEAD — **GLOBAL RELAY**

Marek has been fantastic at offering clear, well-considered advice, and further encouraging and enabling a decision-making process with him taking the lead when required. He is good at letting the team independently come to technical solutions and providing space where the team can feel autonomous without feeling abandoned. When team members have different opinions, he has been great at weighing in with in-depth analysis.

PEER FEEDBACK — **GLOBAL RELAY**

Marek is a keen and early adopter of the latest technologies and an eager evangelist after doing the required analysis of pros and cons. He has continued to advocate and support the major technical choices and looked into things such as mutation testing to improve testing quality. He is very involved in technical testing plans for the team and has defined the approaches for testing.

PEER FEEDBACK — **GLOBAL RELAY**

Enabling Teams

Beyond his core responsibilities, Marek regularly took the chance to dive into complex challenges across our domain. He collaborated effectively with others to identify root causes and drive meaningful, long-term solutions. Any organisation would benefit from his expertise, leadership, and dedication.

DIRECTOR OF ENGINEERING — **NEWSTORE**

Marek supports team members all the time. He has a natural way of holding a safe space where you always feel like he has your back. Very often he's supporting us by dealing with problems before they happen, or shielding us from some of the politics or inter-departmental complexity. There's a vibe with Marek that's hard to quantify - it just gives the impression he believes in you and you can communicate any problem with him and he'll try to help you.

PEER FEEDBACK — **GLOBAL RELAY**

Marek goes out of his way to ensure high-quality mentoring of the team, regardless of how new they are or what level they are at. He was fantastic at getting us set up with training material and runs sessions based on Robert Martin to ensure a consistent level of coding standard. He brought incredible insights and balanced perspective when I was stressed and unsure about directions with a piece of work.

PEER FEEDBACK — **GLOBAL RELAY**

Marek makes everyone feel heard and is always there when you have a question. He has this calming energy - we love Marek.

PEER FEEDBACK — **GLOBAL RELAY**

Marek has been supportive of my career development. He was especially helpful with my promotion plan, giving me clear guidance and feedback every step of the way. He iden-tifies individual career aspirations and directs and supports us to achieve them.

DIRECT REPORT — **GLOBAL RELAY**

Marek from taking over his lead role has provided me information on how to progress inside the company and how to learn and improve myself, alongside organising training to improve my technical abilities like in TypeScript. He has provided strong mentoring for me from when I've joined, ranging from a technical level and from improving my own internal team communication processes.

DIRECT REPORT — **GLOBAL RELAY**

Collaborative Impact

Marek is an uncommonly good Staff engineer with an ability to put himself in the position of the user, both internal when working on Platform and external when working on client facing projects. I thoroughly enjoyed working with him and found his understanding of Product urgency and need to rationalise effort refreshing. Marek has a wealth of client experience and we benefited from many of his ideas in our team.

HEAD OF PRODUCT — **M&S**

He shared a collaborative and empathetic approach to working with others and coming to decisions.

INTERVIEWER — **OAKNORTH**

Beyond his technical expertise, Marek was a great colleague to work with - always approachable, friendly, and supportive. Overall, working with Marek was a pleasure, and any team would be lucky to have him.

SENIOR FRONTEND DEVELOPER — **NEWSTORE**

Marek is integral to the hiring process and has been involved in many interviews. He is professional, a good company ambassador, and assesses candidates well. Some candidates chose the company over other offers because of their interview experience with him. My personal experience when Marek interviewed me was great and was one of the reasons to choose Global Relay.

PEER FEEDBACK — **GLOBAL RELAY**

He is a very calm and composed person in dealing with others. He listens carefully and attentively in meetings. His reports in standups and other meetings about problems he finds are very well explained and clear. You know well in every moment what he is doing. Pairing with him is easy-breezy irrespective of programming language.

PEER FEEDBACK — **GLOBAL RELAY**

Craft & Attention to Detail

Marek can be relied upon to apply pragmatic solutions to challenges. He is highly regarded by the other members of the pod and is very good at working with those around him. While remaining open to alternatives, he is ready to stand his ground, making his points using stats and analytics where possible. Marek remains calm and methodical when under pressure.

TEAM LEAD — **GLOBAL RELAY**

He is very familiar with the MPC codebase and is able to see challenges ahead. He will strive to arrive at a pragmatic so-

lution, but is not afraid to refactor the codebase where it is the right approach. He gives high-quality feedback to his colleagues through pair programming and comments on pull requests.

TEAM LEAD — GLOBAL RELAY

References

1. 70% triage reduction: Based on 280 emails/week processed with AI summaries. Previously required manual review of each email (est. 2 min average); now only flagged items need attention (est. 30% of total). Assumes consistent email volume and complexity.

2. 20 minute investigation time: Measured across 5 incident investigations using the MCP prototype vs. previous manual process. Investigation typically required switching between GitLab (code, pipelines, MRs), AWS Console (CloudWatch, RDS, Lambda), OpenSearch (logs), Prometheus/Grafana (metrics, dashboards), RabbitMQ Management (queue depths, message rates), Kubernetes (kubectl, pod logs), Slack (incident channels, historical context), Confluence (architecture docs, runbooks), and service-specific internal documentation to manually confirm hypotheses about root causes or understand feature behaviour (e.g. order routing logic).