Ammar Najjar



Engineering Manager

Engineering manager with 9+ years in fully remote settings and 8+ years in international teams (5+ nationalities) who scaled a SaaS ticketing platform from a handful of tenants to 200+ production deployments, grew the engineering chapter from 9 to 11 engineers, and cut release cycles from 3-weekly to on-demand. Combines delivery leadership, people management and Staff-level technical ownership.

Bremen, Germany · +49 15232754884 · najjarammar@gmail.com

GitHub LinkedIn Website

EXPERIENCE

Jan 2017 - Present

CTS EVENTIM · Bremen, Germany - SaaS ticketing platform

Jul 2025 - Present

Engineering Manager

- Hold 3 concurrent leadership roles in a matrix organization: delivery lead for a 9-person squad, Angular chapter lead managing 11 engineers across 7 squads, and Staff-level technical owner; temporarily led a 2nd squad for 4 months during a transition, maintaining on-time delivery
- Hired 5 engineers across architecture and development: sourced candidates, led cross-functional interview loops, and designed a structured onboarding program with a buddy system that had every new hire shipping to production within their first 2 months
- Run regular 1:1s, career-development plans and bi-annual performance reviews for 11 engineers; guided 2 promotions (junior to professional)
- Redesigned GitLab CI/CD pipelines with selective builds and parallelized stages, cutting execution time from 45 minutes to 15 minutes (67% reduction) and giving developers faster feedback on every commit
- Introduced Grafana Cloud observability with 38+ alert rules and business SLI monitoring, shifting incident discovery from customer-reported to proactive: teams now detect and resolve issues before customers are affected
- Deployed DevLake to measure and improve engineering throughput: DORA metrics, PR cycle time breakdown across coding, review and deploy phases, and blameless bug retrospectives turning process improvement into a measurable, data-driven program
- Introduced MCP-connected AI agents into engineering workflows, reducing multi-hour production investigations to minutes and cutting code-review turnaround from hours to under 30 minutes
- Transitioned teams from 1 release every 3 weeks to 1 or 2 per week using GitLab CI/CD and AWS-hosted Kubernetes, moving from sprint-gated releases to on-demand deployments and enabling squads to ship independently
- Drove architectural decisions across Angular frontends, NestJS/.NET Core backends, PostgreSQL and AWS-hosted Kubernetes/Helm that kept tenant onboarding a configuration change rather than a code fork, enabling the platform to grow to 200+ production deployments without scaling the team proportionally

Aug 2024 - Jul 2025

Software Development Architect

- Replaced the monolithic Angular codebase with a micro-frontend architecture (Module Federation), enabling 7 squads to deploy independently and cutting new-application integration from weeks of cross-team coordination to same-day releases
- Replaced scattered direct-service calls with NestJS backend-for-frontend (BFF) layers behind Kong API Gateway, unifying 6 services into a single stable API surface and eliminating cross-domain integration bugs for frontend squads
- Extracted common patterns into shared TypeScript libraries adopted by 3 squads, eliminating duplicated implementations and cutting the effort to spin up new Angular micro-frontends from weeks to days
- Established a vulnerability management program: instituted weekly security scanning, defined triage workflows with the security team, and enforced a 3-day SLA for critical/high findings across all production deployments

Dec 2023 - Aug 2024

Senior Software Development Expert

- Ran weekly pair-programming sessions and code-review coaching for mid-level Angular/TypeScript engineers, establishing review norms
- Replaced per-squad ad-hoc deployment scripts with standardized GitLab CI/CD and Helm-based Kubernetes deployments on AWS, eliminating pipeline drift and making every release reproducible across all squads
- Led cross-department initiative to establish how multiple teams collaborate on the eventim-wide UI design system: replaced ad-hoc coordination with a structured contribution process, enabling multi-team, multi-product development on a single shared Angular component library
- Delivered end-to-end features across Angular frontends and NestJS BFF services that enabled the platform to onboard new tenants, growing from ~50 to 100+ production deployments during this period

Nov 2018 - Dec 2023

Software Development Expert

- Onboarded and mentored junior Angular, NestJS and TypeScript engineers through structured learning plans and weekly knowledge-sharing sessions, growing 3 from entry-level to mid-level contributors who took full ownership of their own services
- Migrated deployments from manual server provisioning to Docker containers on Kubernetes on AWS with GitLab CI/CD, turning a multi-hour, error-prone release process into repeatable one-click pipelines
- Built full-stack features across Angular, NestJS and .NET Core microservices that transformed the platform from a single-tenant system into a multi-tenant SaaS capable of serving independent customer deployments

Jan 2017 - Oct 2018

Senior Quality Assurance Expert

- Replaced manual regression testing with automated Python system tests covering critical user flows, cutting regression cycles from days of manual effort to hours of automated execution
- Built the team's first CI platform using Jenkins DSL, automating test execution that previously ran ad-hoc on developer machines and giving the team consistent, repeatable build and deploy pipelines
- Defined the team's test strategy and defect-prevention practices using Python and Selenium, seeding a quality culture that grew from near-zero automated coverage to 96.9% platform-wide over the following years

Oct 2015 - Dec 2016

FWBI Forschungsges. mbH · Bremen, Germany

Research Scientist

Developed Human-Robot Interaction prototypes (C++, ROS) that contributed to published research results

Mar 2014 - Sep 2015

Univention · Bremen, Germany

Software Engineer

Built automated test frameworks in Python and Bash for Univention Corporate Server (UCS), improving release confidence for an open-source Linux distribution

Jul 2012 - Mar 2013

BIBA · Bremen, Germany

Student Assistant

Implemented image-processing and robotic-vision algorithms (C++, OpenCV) used in the institute's research projects

Jul 2008 - Mar 2011

Syrian Insurance Company (SIC) · Homs, Syria

IT Engineer / IT Supervisor

Managed IT infrastructure and supervised technical operations for a regional office, ensuring uninterrupted service for daily insurance processing

EDUCATION

2011 - 2015 **M.Sc. Information and Automation Engineering (1.5, with distinction)** · University of Bremen

2002 - 2007 **B.Sc. Mechatronics, Robotics, and Automation Engineering (68.77%)** · Al-Baath University

CORE COMPETENCIES

Leadership Engineering Leadership · Performance Management · Remote / Async Leadership · Hiring & Team Building

Architecture System Design · API & Integration Design · Security & Reliability

Practices AI-Augmented Development · Open-Source Development · Reactive Programming · Quality Engineering · Agile / Scrum

Technologies Angular / NestJS · TypeScript · Python · .NET Core · Astro · React / Vue.js (transfer from Angular) · Node.js / Bun · REST / GraphQL

Infrastructure & DevOps AWS · Kubernetes / Helm · Docker · CI/CD / GitLab · Grafana / Observability

PROJECTS

ngrx-graph: github.com/ammarnajjar/ngrx-graph - open source CLI tool for visualizing NgRx action/effects flow graphs in large Angular codebases. Used in production for architectural analysis. MIT licensed.

LANGUAGES

Native Arabic
Fluent English (TOEFL 92) · German (C1)

CERTIFICATIONS

ICAgile Certified Professional - Agile Programming (2019)