



Piotr Staniów

Building platforms other teams ship on · HubSpot, ex-AWS

Key highlights: improved company-wide app performance and in Navigation I **halved latency (20M views/day)**, twice. Built a micro-frontend platform leveraged by 20+ teams on nearly **every page of the product**, a type-safe messaging library reaching **550+ applications** and scaled others through mentoring, write-ups and tech talks. 12+ years of experience, last 5 setting architecture standards other teams adopt.

EXPERIENCE

Senior Software Engineer II

HubSpot · Berlin, Germany

Oct 2022 – present

🗣️ 5+ talks & panels

- Independently designed and delivered a **company-wide micro-frontend platform** decoupling the global navigation layer from the apps embedded in it — **~40 components** owned end to end by 20+ teams and independently deployable to nearly every page of the product.
- Halved navigation latency twice** — a stale-while-revalidate caching strategy (40–50% faster render everywhere), then a shared-dependency bundle taking **p95 from 6s to 3s** on a surface loaded ~20M times a workday: **~25 customer-years of waiting removed annually**, counting the slowest 5% of loads alone. Featured in a company-wide CEO presentation.
- Spotted a gap in our stack and drove the implementation of a **type-safe cross-application messaging library** from RFC to production: it underpins ~50 foundational apps and libraries, reaches **550+ applications**, and closed a class of message-origin security issues.
- Built a component load scheduler that staggered boot to cut CPU contention — **~80% p75 latency drop** for two high-traffic embedded apps, **5–10%** on the main CRM index page, **~5% on company-wide Apex**.
- Eliminated the navigation's multiple React roots in favour of one root and React Portals: **~38% lower peak memory** and ~68% lower steady-state. Maintained high a11y standards on core nav surface.
- Set the architecture, through RFCs, for a navigation personalisation project that lifted **entry-tier retention by up to 2%**. Shaped standards beyond my team with company-wide library architecture guidelines.

Senior Software Engineer I

HubSpot · Dublin → Berlin

Apr 2021 – Oct 2022

🗣️ 1 company-wide talk · onboarding ambassador

- Upgraded **TypeScript company-wide**, landing the changeover across ~200 repositories and the application templates every engineer starts from.
- Owned the **user-auditing suite** end to end — audit log, login and security activity history, impersonation, deactivation — from UX ideation to production monitoring.
- Championed the Enzyme → **React Testing Library** move; my [post on why](#) was read 10,000+ times and cited in the official deprecation plan, and my beta feedback shipped test utilities used in **700+ projects**.
- Standardised data fetching across **~20 settings applications** with a reusable codemod, adding consistent error handling along the way.

Software Development Engineer II

Amazon Web Services · CloudWatch · Dublin, Ireland

Jan 2019 – Mar 2021

🗣️ tech talks & 1:1 mentoring

- Built the UI for **CloudWatch Alarms**, ServiceLens and Container Insights plus two unannounced products, and the SVG/D3 **data-visualisation library** behind them.
- Owned delivery end to end — UX ideation, design docs, on-call and post-launch monitoring — and built the team's **performance testing suites** on Lighthouse budgets alongside automated **accessibility testing**. Scrum Master for the team.

CONTACT

- 📍 Berlin, Germany
- 🌐 piotrstaniow.pl/blog
- ↔️ [in/piotr-staniow](https://in.piotr-staniow)
- 📧 Email and phone on request

SKILLS

ARCHITECTURE

Micro-frontends
Distributed ownership
Cross-app messaging
Caching RFCs
Design docs a11y

CORE

TypeScript JavaScript
Asynchrony React
Node.js Redux
Redux Toolkit RxJS
GraphQL

BUILD & INFRASTRUCTURE

Webpack Bundle analysis
Codemods AWS
AWS CDK Docker

AI

Agentic coding
Claude Code Cursor
Context engineering
Skills engineering
Insights generation

ENABLEMENT

Mentoring Tech talks

LANGUAGES

English

C1, professional

Polish

Native

German

A2, elementary

French

A2, elementary

COURSES & CERTIFICATES

Machine Learning

Stanford Online, Coursera · 2021 · graded 96.86%

Architecting on AWS

Amazon Web Services · 2019

Professional Scrum Master I

Scrum.org · 2018

Ultimate Workshop — NgRx

Todd Motto, GDE · 2017

Certificate in Advanced English (C1)

Cambridge English · 2015

EXPERIENCE

continued

Software Engineer

May 2017 – Dec 2018

Capgemini · Wrocław, Poland

🗣️ 3 talks & workshops · mentored 2 juniors

Built **Angular** and Node applications for one of the world's largest financial firms, including a **real-time market-data platform** streaming live stock prices over WebSockets.

Frontend Developer

Mar 2016 – Apr 2017

Bright IT · Wrocław, Poland

Delivered **React** and Redux features for a major European insurer's CMS-based sites, and introduced the team's first linting, unit-testing and webpack build setup.

LTE Operability Working Student

Jul 2014 – Feb 2016

Nokia Networks · Wrocław, Poland

Rewrote an internal code-quality analytics tool from jQuery and Django templates to **AngularJS** over a REST API, with WebSocket-based live test reports — serving feature requests from **7 stakeholder teams** at peak. C++ and Python work alongside.

EDUCATION

MSc Computer Science — Algorithmics

Mar 2016 – Sep 2017

Wrocław University of Science and Technology

Thesis: *Automating the Process of Comparing Stock Market Trends* — unsupervised machine learning for trend analysis.

BSc Computer Science

Oct 2012 – Feb 2016

Wrocław University of Science and Technology

Graduated with distinction, **5th in the faculty**. Thesis on a job-matching engine built on the Gale–Shapley stable matching algorithm.

SPEAKING & WRITING

- | | |
|----------|---|
| Feb 2026 | Show & Tell panellist — a selected company-wide customer win
HubSpot, product-wide |
| Nov 2025 | Stop Breaking Production — contract-based frontend messaging
HubSpot EPIC Week |
| Jun 2025 | FE Service Maturity — lessons learned for latency reduction
HubSpot Reliability Week, panellist |
| Sep 2024 | Navigation Components — distributing ownership: how navigation became a platform
HubSpot company-wide tech talk |
| Nov 2023 | Promises, Async and Beyond I — control over time
HubSpot EPIC Week |
| Nov 2021 | Between Now and Then — how V8 processes asynchrony
HubSpot EPIC Week |
| Jul 2021 | Time to say goodbye — Enzyme.js
piotrstanio.w.pl |
| Nov 2018 | Redux Architecture
code::dive conference, Wrocław |
| Sep 2018 | Redux 101
Capgemini TechTalks — Wrocław, then Poznań |
| 2018 | Introduction to React — hands-on workshop
Capgemini |