

Lukas Horak

Engineering Leader

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Summary

Engineering leader with 10+ years in software and 6+ years leading teams. Managed up to 12 engineers across Europe and the Americas, owning hiring, career development, technical direction, and delivery with Product and Design. Hands-on background in SaaS, React, TypeScript, Node.js, APIs, and databases.

Experience

Engineering Manager, Alteryx – Remote, Czech Republic Apr 2025 – Aug 2026

- Led **two platform engineering teams with 10 direct reports**, owning hiring, delivery, and technical direction across cloud execution, credentials management, and data-plane infrastructure.
- Led **Cloud Execution for Desktop** from private beta to all Enterprise-tier customers, with automatic provisioning and enablement for new and existing workspaces without customer setup.
- Promoted a Senior Engineer to **Lead Engineer** and coached two engineers toward Senior Engineer roles through ownership of design documents and end-to-end project delivery.
- Led development of **Credentials Management**, a unified API for securely storing customer credentials across AWS, Google Cloud, and Azure private data planes.
- Directed data-plane provisioning modernization, delivering a new management service and refactoring Terraform execution; reduced the provisioning chain from **three services to two** and standardized communication on Kafka.
- Coached both teams on AI-assisted workflows and shared project context; used AI to build an internal engineering-insights app that informed individual coaching and team improvement.

Senior Engineering Manager, SecurityScorecard – Remote, Czech Republic Sept 2020 – Mar 2025

- Led distributed teams of up to **12 engineers** across Europe and the Americas, owning hiring, mentorship, career development, and delivery; supported engineers progressing to **Staff and Senior Staff Engineer** roles.
- Directed development of **SecurityScorecard MAX** and supporting internal systems, coordinating Engineering, Product, Design, and other stakeholders on a managed cyber-risk service designed to support future partner and franchise use cases.
- Led development of **Public Scorecards**, generating more than **2 million indexed pages** to expand organic search visibility and support lead generation.
- Delivered self-service payments and subscriptions that enabled **hundreds of customers** to onboard without sales involvement.
- Established a **design system** adopted across engineering teams, improving UI consistency, accessibility, and reuse while reducing technical debt.
- Modernized frontend testing through integration tests and the transition from **Cypress to Playwright**, improving test performance and reliability.

Manager, Squad Lead, SecurityScorecard – Remote, Czech Republic July 2019 – Sept 2020

- Led a Prague-based frontend team of **8 engineers**, providing technical leadership, mentorship, and people management.
- Served as technical lead for two frontend-focused product squads, guiding architecture and implementation while collaborating with Product Management on feature design, dependencies, and delivery planning.
- Contributed to frontend and API architecture decisions with a focus on scalability, maintainability, and developer experience.

Senior Software Engineer, Full Stack, SecurityScorecard – Remote, Czech Republic Jan 2019 – July 2019

- Developed product features and internal and public APIs using **React**, **TypeScript**, **Node.js**, **PostgreSQL**, and **MongoDB**.
- Expanded automated API coverage using **Dredd** and OpenAPI specifications.
- Led a major **React** and dependency upgrade, reducing technical debt and enabling engineering teams to adopt modern React capabilities including Hooks.

Senior Software Engineer, GoodData – Prague, Czech Republic Sept 2016 – Dec 2018

- Developed core frontend components for GoodData's analytics platform using **React**, **Redux**, and **TypeScript**, contributing to the migration of the codebase from JavaScript to TypeScript.
- Helped build **GoodData.UI**, an open-source React SDK enabling developers to embed analytics into their own applications.

Frontend Lead & Frontend Architect, Czech News Center – Prague, Czech Republic Dec 2015 – Aug 2016

- Led the frontend engineering team, owning technical planning, estimation, architectural decisions, and code review.
- Built a reusable **design system** in collaboration with UX, improving consistency and development speed across frontend applications.

Frontend Developer, Czech News Center – Prague, Czech Republic Sept 2014 – Dec 2015

- Developed frontend functionality for some of the Czech Republic's largest media websites, including Blesk.cz, iSport.cz, Reflex.cz, Auto.cz, E15.cz, and Zive.cz.
- Served as lead developer on a greenfield web application built with **AngularJS** and **Sass**.

Projects

Founder, Spotbase Sept 2024 – present

Independently designing and building operations software for outdoor sports centers, covering customer and visit management, lesson and instructor planning, equipment rentals, pricing, and operational dashboards.

Skills

Engineering Leadership: People Management, Hiring, Mentorship, Career Development, Performance Management, Technical Leadership, Distributed Teams, Cross-functional Collaboration, Stakeholder Management

Product & Delivery: SaaS, Product Engineering, Agile, Scrum, Kanban, Shape Up, SAFe, Technical Planning, Architecture, Continuous Delivery

Languages & Runtime: JavaScript, TypeScript, Node.js, Python

Frontend: React, Redux, Next.js, Remix, Design Systems, Accessibility

Backend & APIs: Node.js, Express, REST, OpenAPI, GraphQL, tRPC

Data: PostgreSQL, MariaDB, MongoDB

Testing: Playwright, Cypress, Jest, Integration Testing, E2E Testing

Cloud & Infrastructure: AWS, Terraform, Pulumi, SST, Git

Platforms & Tools: LaunchDarkly, Stripe, Datadog, Jira, Confluence

Education

Czech Technical University, Bachelor's Degree in Web Page, Digital/Multimedia and Information Resources Design – Prague, Czech Republic