Bertold Kolics

Principal Quality Engineer

- Austin, TX, 78750, USA
- +1.737.444.8110
- https://bertold.kolics.net
- USA (citizen), Hungary (citizen)
- bertold@kolics.net
- bertold
- bertold

Skills

Software Engineering
Software development with testing specialty. Fluent in Go, Java, C, and JavaScript/Typescipt.

Agile Methodologies
Practicioner for 10+ years. Presenter at Agile conference.

Engineering management & leadership
Prior director & manager of software teams

Cloud Services
Leveraged all major providers in current and past jobs. Kubernetes experience.

Professional Experience

Principal Quality Engineer, *Verosint (security software startup)* ⤴
2021 Dec – present
Austin, TX, USA

- Reduced feedback loop by implementing automated static code analysis as well as API-based integration tests using Go as well as Postman
- Managed the tool selection and roll-out of automated end-to-end tests for React based application
- Developed code quality rules in collaboration with team
- Coached developers on quality practices and techniques
- Built foundation for software development lifecycle process

Software Quality Manager, *mabl (end-to-end testing software service vendor)* ⤴
2019 May – 2021 Dec
Boston, MA, USA

- Pushed the product engineering team to embrace and adopt modern testing methodology emphasizing quality driven by customer data and resulting in acceleration of delivering business value to end-users
- Performed hands-on software testing of mabl's SaaS product delivered on Google Cloud Services
- Introduced exploratory testing sessions as a regular practice which are now independently conducted by all teams
- Revitalized The Ministry of Testing Boston Meetup group by finding speakers, setting up, organizing, advertising a handful of meetups since November 2019 both onsite at the mabl office and online
- Updated and maintained internal end-to-end testing framework using the dogfooding technique
- Provided daily and weekly reports on software quality using cloud monitoring, tracing, data analysis tools such as Google BigQuery, Google Data Studio, Google Error Reporting, Rollbar, FullStory

- Working across the organization, introduced and implemented a unified process, evaluated and selected a tool for issue tracking. Implemented issue tracking solution using Atlassian Jira including with custom workflows, fields, dashboards as well as automated processes using Groovy
- Implemented new CircleCI (bash), Octopus Deploy (PowerShell), updated Jenkins (Java) integrations
- Rewrote existing Selenium-based Java tests to use BDD-style JavaScript framework with CodeceptJS and webdriverio
- Helped a major enterprise client - Splunk - by updating unattended, failing tests and helping them to learn best practices on test automation leading to the highest dollar value annual renewal in company's history
- Contributed to the product with minor bug fixes typically found while reviewing Google Error reports using Java and JavaScript

Director of Software Quality, CS DISCO *(legal technology software vendor)* ⬀ 2018 Aug – 2019 Apr
Austin, TX, USA
- Contributed continuous improvements to company's risk-based quality assurance processes such as risk assessment, risk monitoring and risk grading on the entire product portfolio
- Monitored and analyzed escaped product defects for root cause and bug cluster analysis
- Implemented test data strategy to mitigate risk of escaped product defects due to insufficient breadth of testing
- Improved hiring practices for quality assurance engineers by formalizing interview scripts
- Drove cross-cutting projects within engineering – such as test automation framework enhancements, selection of next-generation test automation tools – with collaboration from each and every product team
- Set up knowledge sharing lunch n' learn sessions to effectively share and disseminate information. Coordinated and improved cross-team communication of testing activities.

Director of Quality, ESO *(healthcare IT software vendor)* ⬀ 2017 Apr – 2018 Aug
Austin, TX, USA
- Managed a quality assurance team of 10 engineers in a matrix engineering organization following Agile practices (Scrum & Kanban) with employees in Austin, TX and Des Moines, IA. Hired QA engineers using recruiters and internal referrals. Mentored junior QA engineers on testing practices and test automation best practices. Introduced an engineering internship program. Successfully transitioned some QA engineers to more suitable roles in support and development. Provided continuous feedback to engineers during weekly one-on-one meetings.
- Implemented additional quality processes such as code reviews between QA and development engineers, created test plan templates (master, user story), and introduced session-based testing prior to product releases with participation from non-engineering staff (customer support, training, professional services)
- Introduced test case management to capture both manual as well as automated test cases and to track their execution
- Evaluated and introduced a cloud-based test automation service (SauceLabs)
- Presented testing practices at the Test Leadership Congress in New York City (June 2018)

Product Quality Manager,
Ping Identity / UnboundID (identity/access management software) ⧉

2012 Aug – 2017 Apr
Austin, TX, USA

- Managed a team of six QA engineers (based in Austin, TX and other US locations). Hired QA engineers through recruiters, internship programs and recruitment at local meetups. Managed out underperforming engineers in a humane and respectful manner. Facilitated career advancement of QA engineers in both testing and non-testing roles. Provided continuous feedback to engineers during weekly one-on-one meetings and 360-degree feedback during annual reviews.
- Implemented additional quality processes such as coverage of patch releases, enabling code quality tracking with SonarQube, requiring code reviews by QA engineers for all product changes. Ensured a high level of automation at multiple testing levels (unit, functional, system as well as performance) against a complex product suite.
- Introduced new tools and services to improve engineering productivity such as: improving integration between source control, code review and issue tracking systems, switching to Slack as the primary team communication with integration of key engineering services and pushing the company to move from on-premise to hosted services (e.g. moving from on-premise data center to Amazon AWS, leveraging hosted source control for new projects).
- Managed engineering lab infrastructure, systems, and tools

Software Engineer, *UnboundID (identity/access management software)*

2008 Aug – 2012 Aug
Austin, TX, USA

- First person to receive job offer from UnboundID with 4 co-founders. Worked as a backend developer of a Java-based high-scale identity management product suite deployed across data centers in environments with millions of users and memory usage often exceeding 100 GB.
- Developed and enhanced the replication feature to keep data in sync between product instances with extreme high-scale, high-throughput and low-latency requirements. Introduced WAN-friendly feature to significantly reduce cross-site traffic.
- Performed work duties for the first year as a remote employee

Staff Engineer (Software), *Sun Microsystems*

2001 Jul – 2008 Aug
Austin, TX, USA

- Developed an extranet-focused, high-scale identity management J2EE application (Identity Manager Service Provider Edition). Designed and developed LDAP connector including a novel state-based change detection technique.
- Prototyped and later integrated (a now patented) on-demand password synchronization between Active Directory and iPlanet Directory Server.

Education

Master of Science in Information Technology, *University of Veszprem*

1992 Sep – 1997 May
Veszprem, Hungary

Languages

- Hungarian
- German

Certificates

Certified Kubernetes Application Developer ⧉

Association of Software Testing ⧉
BBST Foundations

International Software Testing Qualifications Board (iSTQB)
Foundation Level Certified Tester, Foundation Level Agile Tester, Advanced Level Test Manager

Courses

Bluecase Vision 2 Innovate Leadership Training, *Bluecase*
The V2I Process is a synthesis of some of the world's most effective high performance and leadership tools and practices. The four courses are delivered over four calendar quarters, and include practical processes for day-to-day application throughout the year. Select one-on-one coaching participants learn how to lead the cultural development effort, bringing the tools more deeply into the organization to ensure the skill sets are understood and practiced.
2017 Sep – 2018 May
Austin, TX, USA

Austin Agile U Foundation Level Class, *Agile Austin*
The Agile Austin U Foundations Course is a 9-week course on Wednesday evenings. The intent is to introduce the core concepts of Agile, with an emphasis on Scrum.
2016 Sep – 2016 Dec
Austin, TX, USA

Publications

From The Trenches: Automated Testing of Large Language Models,
Talk at the Hungarian Software Testing Conference ⧉
2024 Oct 09

Defensive API development techniques for Gophers,
Talk at the Lone Start Application Security Conference (LASCON) ⧉
2023 Oct 27

Tester's Secret Weapon - Code Reviews,
Talk at the Hungarian Software Testing Forum Conference ⧉
2023 Oct 04

A Tester's Life - Startup Edition ⧉
Talk at the Agile Testing Days USA Conference
2023 May 23

Risk-based Testing For the Whole Team, *Lisa Crispin and Bertold Kolics* ⧉
Workshop at Agile Testing Days USA Conference
2022 Jun

Are You Carrying the Weight of Dead Code?, *Maintainable podcast* ⧉
Guest on the podcast
2021 Apr 12

Shift Left in End-to-End Testing using AI, *TestGuild Automation podcast*
Guest on the TestGuild Automation podcast
2020 Aug 30

6 Strategies to Maximize Your End-to-end Testing Impact, *mabl.com blog* ⧉
2020 Oct 06

Exploring together to find and prevent bugs with Elmer Fudd sessions,
Lisa Crispin and Bertold Kolics ⧉
Blog post that discusses how we organize our exploratory testing sessions at mabl.
2020 Feb 19