

## Alexander Tarlinder

## Crisp AB



M.Sc. Computer Science  
B.Sc. Business Administration and Economics  
Certified IT architect, Certified CIO, Certified Scrum Professional  
Professional Coach and Facilitator

### *Relationship-oriented leader and expert in software quality*

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## Summary

Alexander has a solid background in system development, a passion for testing, quality, and coaching, and is driven by genuine desire to share and to make others improve and grow. After 20 years in the industry, he has taken the step to become a leader and to create the workplace where he would want to work.

Teams he works with become more aware of their current practices, their craftsmanship, and how to make use of agile practices to increase cooperation and deliver faster. He encourages transparency, professionalism, and continuous improvement while creating an atmosphere where one dares to challenge the ways of working.

Breadth of experience is his greatest strength. Throughout his professional career, he has worked with system development, project management, architecture, operations, and in more specialized areas like test automation and continuous delivery.

## Selection of Projects

### **ILT Inläsningstjänst, April 2017 – June 2019, CIO/CTO**

Alexander's formal duties included staff management; sourcing; responsibility for the server hardware and infrastructure; security and compliance; work in the management team; and above all, responsibility for the development teams and their ways of working. During his time, the following has happened:

- The development teams have developed a culture of technical excellence, an open atmosphere, and honest retrospectives
- All members of the development teams have mastered concepts such as clean code, object orientation and SOLID and are skilled in pair programming, refactoring, database versioning, and developer testing
- All meetings in the company have at least a purpose and goal, and are actively facilitated
- Confluence has been introduced as a company-wide information platform, and Jira for backlog and incident management
- A modern reference architecture based on containerized micro services has been introduced
- All servers are provisioned with Ansible; all critical systems are being monitored with Zabbix
- New systems and services are created with an 80%+ test coverage (unit and integration) and are deployed to production at the click of a button
- Since there were virtually no errors in production, there was no need to have an operations department or on-call duty. People in the IT department worked 40-hour weeks with very few exceptions.

**Nordnet, December 2016 – March 2017, Tester**

In order to experience and practice agile testing, Alexander joined the team working on Robosave (an automated saving service) as a tester. During the startup phase, there was little to test using manual exploratory testing, so he went for increasing the testability of the system by dockerizing the team's components and some adjacent services.

Alexander also used his Scrum Master and coaching experience to coach the team and support the team's Scrum Master.

**ILT Inläsningstjänst, august 2016 – March 2016 (25%), Scrum coach**

After having performed a development process audit, Alexander introduced Scrum by giving a training and coaching around the ceremonies. He also introduced story mapping. Another part of his assignment was to evaluate the architecture and recommend how to evolve it, as well as how to organize the future development process.

**Odigeo/Travellink, September 2016 – November 2016, Developer**

Alexander worked in a Kanban team tasked with maintenance of a flight and hotel booking system while it was being moved to Amazon. Alexander's most direct contribution consisted of removing code and consolidating dependencies to make the application easier to deploy. He also made contributions to the deployment pipeline.

*Platform: JEE, JBoss, Oracle, Amazon, Jenkins*

**Nordnet, March 2016 – June 2016, Developer in test/Testing coach**

Alexander worked mostly on the (real-time) trading team towards the overall goal of quadrupling the delivery speed. In that particular team, this translated into stabilizing the end-to-end/integration test suites and encouraging smaller and more frequent releases. Alexander performed heavy refactoring of the test suite to increase its maintainability and worked on test data generation to reduce the dependency on the test environment, while also implementing various tweaks to make individual tests more reliable. His other duties included mentoring and doing shorter in-house trainings.

**Swedbank, September 2014 – October 2015, Scrum Master**

Alexander was the Scrum Master of the Swish team. During that time, the team delivered two projects—Swish PayPling and Swish for E-/M-Commerce. As Scrum Master, Alexander focused on strengthening the Product Owner and making the team truly self-organizing. This assignment also included traditional project management in part, as well as coaching stakeholders outside the team. In addition, Alexander introduced an automated end-to-end test suite for the signup process, delivered training in Selenium WebDriver, and hosted a number of brown bag lunches.

**Odigeo/Travellink, fall of 2014, 3 days, Testing coach**

Alexander delivered training in test-driven development followed up by individual mentoring of the participants to ensure that they'd able to apply its contents in their daily work. The mentoring included testing in Java, JavaScript, dependency breaking, and an introduction to Selenium WebDriver.

**Betsson, summer of 2014, 5 days, Testing coach**

Alexander delivered training in test-driven development followed up by individual mentoring of the participants to ensure that they'd able to apply its contents in their daily work. The team was doing mobile frontend development, which meant that the technical mentoring revolved around testing in C#, Java/Android, and Objective-C.

**Novamedia Svenska Postkodlotteriet, September 2013 – December 2013, Developer**

Alexander worked on the team that developed the lottery's next generation payment system.

*Platform: JEE, Spring, JBoss, Oracle, Solaris.*

**Thomas Cook, April 2013 – June 2013 (70%), Agile coach focusing on continuous delivery**

Alexander worked mainly with two teams supporting them in their agile practices and self-organization with the purpose of introducing continuous delivery. The daily work consisted of facilitation, training, pair programming, and mentoring.

**Telenor, August 2011 – March 2013, April 2013 – June 2013 (30%), Developer focusing on testing**

Alexander was on a team that delivered software for automatic provisioning of VPNs. His responsibility was to improve the quality of the system and the development process. During his time on the team:

- The number of classes in the system was reduced by half (with increased functionality)
- The number of unit tests was increased from roughly a 100 to more than 600
- Automated, robust end-to-end tests with Selenium WebDriver were introduced
- The sprint length was cut in half
- Database versioning, automated configuration of environments, and one-click-deployment were introduced.

*Platform: JEE, Seam, JSF, JBoss, Oracle on Linux and Solaris, Cisco, Huawei.*

**Novamedia Svenska Postkodlotteriet, June 2011 – August 2011, Architect**

Alexander mapped the processes and business rules related to the lottery's printed customer communication (invoices and information letters). The purpose of the investigation was to determine how different business rules affected the composition of the printed letters and how the communication with the customers could be improved.

**Novamedia Svenska Postkodlotteriet, February 2011 – June 2011, Member of operations team**

Alexander worked on the operations team, which focused on stability, availability, and removal of urgent defects. During his time on the team, he was deeply involved in a major infrastructure migration project, where he worked on migrating the payment systems and other external integrations.

**Trygghetstiftelsen, December 2010, Architect**

Alexander performed a technical evaluation of the system targeting primarily maintainability.

*Platform: ASP.NET, SQL Server, C#, and VB.NET.*

**Novamedia Svenska Postkodlotteriet, February 2007 – November 2010, Developer**

Alexander's role was that of a developer and application expert. For 3.5 years, he worked with development and operations of mission-critical software on a truly self-organizing Scrum team. His greatest contributions were in the areas of introducing test-driven development, automated regression testing, and continuous integration. He worked with the public web site, the CRM system, and various payment solutions.

*Platform: J2EE, Spring, Struts, ActiveMQ, Oracle, Tomcat and OC4J on Solaris.*

**Bisnode AB, January 2006 – February 2007, Developer**

Alexander designed and implemented searching algorithms, language recognition, and ranking in a system that automatically deduced what products a company was making or selling, based on the contents of its web site and a product classification.

*Platform: J2SE, JMX, MySQL on Linux.*

**Bonnier AB, December 2004 – February 2007, Account manager and developer**

Alexander managed and developed KDB—Bonnier's marketing database, which was an in house high-performance column database that stored marketing data about the majority of households in the Nordic countries. Had total responsibility for managing the entire development cycle, as well as offers and warranty issues.

*Platform: Perl, C, PHP, J2SE, Swing, MySQL, Apache on Solaris.*

**ABC, Hoppenstedt, Kompass, June 2002 – August 2006, Backend developer**

Alexander worked as a developer on three generations of Racasse's editorial systems (product classification, product database, CMS, and web front end) for ABC, Hoppenstedt, and Kompass.

*Platform: Perl/CGI, J2EE, JBoss, Apache.*

## Employments

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**Crisp, May 2011 –, Consultant**

(On parental leave between January 2014 and August 2014, and between November 2015 and February 2016)

**Acando, February 2007 – April 2011, Consultant: developer and architect**

Worked mostly on development projects at Novamedia Svenska Postkodlotteriet. Also, member of Acando's Centre of Excellence for Agile Requirements Management steering group.

**Racasse, December 2003 – February 2007 (part time 2000 – 2003), Developer and project manager**

Worked with in-house projects for Bonnier AB, Bonnier Affärsinformation, Bisnode, and Eniro. Also, account manager for two years for Bonnier's customer DM database for all Nordic countries.

## Certifications

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Certified SAFe 4 Agilist (2019)

Certified LeSS Practitioner (2015)

Certified ScrumMaster (2013)

Certified IT architect (2010)

Sun Certified Web Component Developer for the Java Platform, Enterprise Edition 5 (2009)

Sun Certified Developer for the Java 2 Platform (2007)

Sun Certified Programmer for the Java 2 Platform, Standard Edition 5.0 (2006)

Certified CIO (2018)

Certified Scrum Product Owner (2018)

Certified Scrum Professional (2013)

Certified Project Management Associate, IPMA level D (2009)

Sun Certified Business Component Developer for the Java Platform 1.3 (2008)

ITIL version 3 Foundation (2008)

SSTB/ISTQB, Foundation certificate in software testing (2007)

## Standalone University Courses

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Organizational theory, leadership and motivation (2019, 7.5hp, Linnaeus University)

Basic psychology: Introduction and Application (2019, 7.5hp, Mid Sweden University)

Positive Psychology (2019, 7.5hp, Mid Sweden University)

IT security I (2010, 7.5hp, Royal Institute of Technology)

Introduction to Game Programming (2019, 7.5hp, Linnaeus University)

Leadership and Organizational Theory (2019, 7.5hp, Mid Sweden University)

Human Resource Management (2019, 7.5hp, Mid Sweden University)

Introductory Course in Commercial Law (2006, 10p, Stockholm University)

## Education and Trainings

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Leading SAFe 4.6  
(2019, 2 days, Agiltec)

Certified CIO  
(2018, 12 days, Dataföreningen)

Certified Scrum Product Owner  
(2018, 3 days, Crisp)

Dave Snowden Masterclass  
(2017, 2 days, Dave Snowden/Crisp)

Certified LeSS Practitioner  
(2016, 3 days, Craig Larman/Crisp)

Virginia Satir Growth Model  
(2016, 5 days, Jean McLendon & Hugh Gratz/Inceptive)

Graphic facilitation  
(2014, 1 day, Facilitatorhuset)

Problem Solving Leadership  
(2013, 1 week, Jerry Weinberg/AYE Quartet)

Creating Results based Teams - Anytime, Anywhere,  
with Anyone  
(2013, 2 days, Christopher Avery/Crisp)

*UGL*  
(2012, 1 week, Kommunikationsutveckling AB)

Specification by Example  
(2012, 2 days, Gojko Adzic/Avega)

Advanced Agile  
(2011, 2 days, Alistair Cockburn/Crisp)

Enterprise Architecture  
(2011, 1 day, Acando)

Certified IT architect  
(2010, 12 days, Dataföreningen)

ITIL v3 Foundation  
(2008, 3 days, Kerfi)

GX WebManager  
(2007, 3 days, GX)

ISTQB Foundation Course  
(2007, 3 days, Validate)

Secure Web Development and Hacking for Developers  
(2019, 1 day, TrueSec)

*Facilitering – Fördjupning workshopledning*  
(2017, 3 days, Astrakan)

*Mötesledning – Facilitera bättre möten*  
(2017, 2 days, Astrakan)

Mastering Leadership Excellence  
(2017, 4 days, Maria Nemeth/Academy for Coaching  
Excellence/Gaia Leadership)

ACC coach training  
(2015, 9 days, Leapfrog)

Coaching beyond the Team  
(2015, 2 days, Esther Derby & Don Gray/Crisp)

Coaching Agile Teams  
(2014, 3 days, Lyssa Adkins & Michael Spayd/Crisp)

Agile Requirements Analysis and Planning for Product  
Success  
(2013, 3 days, Ellen Gottesdiener/Crisp)

Certified ScrumMaster  
(2013, 2 days, Henrik Kniberg & Jeff Sutherland/Crisp)

*Presentationsteknik med retorik*  
(2012, 2 days, Retorikhuset)

Continuous Delivery  
(2012, 1 day, ThoughtWorks)

Clean Code: Agile software craftsmanship  
(2011, 3 days, Robert C. Martin/Crisp)

Roadmap to Success: Foundation for Requirements,  
Development and Management  
(2010, 3 days, EBG Consulting/Acando)

BEA AquaLogic Service Bus 2.5  
(2008, 3 days, BEA)

PROPS Basics  
(2007, 1/2 day, Acando)

Computer Security  
(2000, 3 days, Defcom)

## Technical Skills

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**General:** Continuous delivery, test-driven development and test automation, object-oriented design and modeling, software architecture, algorithms, relational databases, basic computer security, Internet protocols and routing

**Programming languages:** Java (J2EE/JEE5, Spring, Struts), Perl, Groovy (Grails), C, PHP, JavaScript, PL/SQL, C#, Ruby, C++

**Databases:** MySQL, Oracle, basic SQL Server

**Application servers:** JBoss, Tomcat, basic IIS

**Build tools:** Ant, Maven, Gradle, MSBuild, Make, TeamCity, Hudson/Jenkins

**Version control:** Git, CVS, Subversion, TFS

**Operating systems:** Linux, Windows, MacOS, BSD, Solaris

**Testing frameworks:** Spock, JUnit, NUnit, MSTest, EasyMock, Mockito, Moq, Concordion, Fitnesse, Cucumber, Selenium/WebDriver, RSpec

**Cloud and containers:** Docker, Ansible, Heroku, Kubernetes, Amazon

**Game engines:** Unity

## Soft Skills

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**Leadership and Management:** Staff management, recruitment, sourcing, management team work

**Support and cooperation:** Facilitation, professional coaching

**Methodologies/frameworks:** Scrum, XP, Kanban, basic PROPS, ITIL, and RUP

**Public speaking:** Has presented topics in the following conferences: Testforum, Agila Sverige, DevCon 11, Øredev, Selenium Conference, Agile Dev Practices, JDays, Agile Testing Days, Scandinavian Testing Day, Jfokus, GeeCon, XP Days Ukraine and a number of user groups meetings. Giving trainings on request in test-driven development, unit testing, clean code, Selenium WebDriver, specification by example, and agile testing.

**Written communication:** Author of the book "Developer Testing—Building Quality into Software", ISBN 978-0134291062. Author of a chapter in "Fel fel fel", ISBN 978-9175751580.