

Paul Tămaş

Engineering Leader · Cluj-Napoca, Romania

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Summary

Engineering leader with 15+ years in software, progressing from individual contributor to Team Lead, Discipline Lead, Engineering Manager and now Chapter Area Manager at Accesa, accountable for ~370 engineers across Frontend, Mobile, Java, .NET, Node.js, Data and AI.

At Grubhub I led a remote team of 7 engineers owning Offers, Rewards and Promo codes across iOS, Android and Web. At Ddroidd, I scaled a frontend department from 12 to 30 engineers in about 1.5 years. My background is in rich user interfaces, and I hold the Google UX Design Certificate, so I lead with both engineering depth and a user-centred view of product.

Experience

Chapter Area Manager, Core Technologies — Accesa

Cluj-Napoca, Romania · Sep 2026 – present

- Accountable for the Core Technologies department: 6 Capability Managers and ~370 engineers reporting to them.
- Department spans Frontend (Web and Mobile), Java, .NET, Node.js, Data and AI.
- Previously Senior Capability Manager (Feb – Aug 2026): direct manager of ~70 Frontend engineers across Web and Mobile.

Engineering Management Consultant — Freelance

Mar 2025 – Feb 2026

- Scaled the fullstack engineering team of a German product scale-up, building an ERP for real estate management, from 7 to 13 engineers in 10 months.

Engineering Manager — Grubhub

Romania (remote) · Feb 2023 – Mar 2025

- Led a remote team of 7 engineers that owned how customers discover and redeem offers, rewards and promo codes across Grubhub's iOS, Android and Web apps.

- Previously led a team of 4 engineers that built and maintained Grubhub's 7 top-of-funnel marketing websites.

Frontend Discipline Lead — Ddroidd

Romania · Oct 2021 – Feb 2023

- Led the frontend department of a 150+ person software services and consultancy company.
- Scaled the department from 12 to 30 engineers in about 1.5 years as hiring manager.
- Owned line management, performance management, salary negotiations and technical coaching.
- Designed frontend solutions and pitched them to prospective clients.

Senior Software Engineer (UI) — Sage

Romania · Nov 2019 – Sep 2021

- Built the web interface of a large financial cloud platform used by SMEs in the U.S., Canada, South Africa, Australia, India and the UK.

Frontend Developer → Team Leader — Accesa

Romania · Jan 2015 – Nov 2019

- Promoted from Frontend Developer (2015) to Senior Frontend Developer (2016) and Team Leader (2018). Led frontend teams building e-commerce platforms for global retailers including Swarovski, MediaMarkt and Saturn.

Earlier experience

- **Fullstack Web Developer (Java & JavaScript) — ISDC**, Nov 2012 – Jan 2015: questionnaire engine, health-monitoring platform, publishing platform for Dutch authors.
- **Fullstack Web Developer (Java & JavaScript) — Emerson**, Nov 2011 – Oct 2012: monitoring platform for data-centre power, UPS and HVAC infrastructure.
- **SAP Key User — Nokia**, Oct 2010 – Nov 2011, after an SAP internship.

Selected projects

Project	Role	Duration	Stack
Fintech operations portal: onboarding, virtual IBANs, KYC/KYB, fraud and reporting for a fintech scale-up	Frontend Solution Architect	1 yr 6 mo	React, Redux, TypeScript, GraphQL, Nx
Healthcare rostering portal for UK home-care providers	Frontend Lead	6 mo	React, Redux, TypeScript
Cloud financial platform (AP, AR, cash, HR, warehouse) for thousands of SMEs	Senior UI Engineer	1 yr 11 mo	Vue, Vuex, Node.js, Express
Global e-commerce site for a jewelry and fashion retailer	Frontend Lead	8 mo	JavaScript, SCSS, SAP Hybris, Solr
In-store sales platform for one of Europe's largest electronics retailers	Frontend Lead	2 yr 4 mo	AngularJS, MQTT, Java, Spring Boot

Skills

- **Leadership:** people and line management, hiring and team scaling, performance management, compensation negotiation, technical coaching, agile delivery, client management, reporting
- **Technical:** TypeScript, JavaScript, React, Vue, AngularJS, Jest, React Testing Library, Vue Test Utils, Cypress, Java, SQL
- **Design:** user research, wireframing, prototyping, usability testing (Google UX Design Certificate)
- **Languages:** Romanian (native), English (full professional), Spanish (elementary), German (elementary)

Education and certifications

- **MS, Multimedia Technologies** — Technical University of Cluj-Napoca, 2010 – 2012
- **BS, Electronics, Telecommunications & IT** — Technical University of Cluj-Napoca, 2006 – 2010
- **Google UX Design Certificate** — Mar 2022