

Fredrik Svarén

Contact Details

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Presentation

After a successful career as a software developer, both client- and server-side, I transitioned into people management in 2012. I have always liked recruiting, coaching, and making processes work. In a role as an engineering manager, I got to do all that while keeping in touch with my roots. Since then, I have managed teams ranging from 3 to 25 direct reports. My primary objective moving forward is to work in product organizations, where I can help to evolve people and processes. I am a strong believer in servant leadership and I have an agile mindset.

I enjoy all aspects of product development, it is an essential part of my leadership to be close to the people reporting to me, understand their problems, identify (and help resolve) needs and issues early. The most important part is often to listen and talk to individuals and not just to the team.

In most of my roles, I have had the opportunity to work close to the business side. It is something I value a lot and I am considered a good communicator by both sales and top management.

When not working, I live an active life with my family. A lot of it is related to youth football (soccer). I am a committee member of the youth section of the local football club where my primary responsibilities are internet- and web-related issues and the planning and execution of the football school activities. I am also an active coach.

Experience

- | | |
|---|-----------|
| Virki AB | 2023- |
| <i>Consultant</i> | |
| <ul style="list-style-type: none">- Consulting, primarily in leadership roles and/or tech lead | |
| PFC Technology AB | 2022-2023 |
| <i>Engineering Manager</i> | |
| <ul style="list-style-type: none">- Leading two teams of developers building everything from iOS/Android apps to the backend in Go. All in a mixed cloud environment.- Close collaboration with POs and other stakeholders- P.F.C was closed in the second half of 2023 | |
| Flightradar24 AB | 2022 |
| <i>Engineering Manager</i> | |
| <ul style="list-style-type: none">- Leading two 100% remote teams, spread across Europe- Technical product management of a new external API added to the product- Recruiting and scaling up the engineering organization | |
| Loops Education AB | 2019-2022 |
| <i>Head of Development</i> | |
| <ul style="list-style-type: none">- Leading the development of Loops' cloud based digital learning framework- Responsible for the development organization- Driving the technical roadmap to keep the product scalable- Representing the company externally with regards to technology and development | |

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Experience (continued)

SmartBear Software 2015-2019

Development Manager – API products

- Leading and growing a Stockholm based team of about 15 developers.
- Implementing and improving processes in a distributed agile organization.
- Managed outsourcing in Ukraine and Moscow and had a direct report in Tula (Russia).
- Working close to product management in Boston and another team in Russia.

Erik Penser Bankaktiebolag 2015

Project development – IT (consultant)

- Analyzing existing, mostly manual, processes.
- Design of a new modern self-service web services for internal and external use.

Orc Group AB 2012-2015

Manager Engineering – Trading Server

- Managing four-five teams (in total 20-25 developers) in Stockholm and London and Chicago.
- Continuously worked with improvement of processes for quality, delivery, and traceability.
- Worked daily with product management and the CTO to create Orc's future offering.

ORC GROUP AB, (PREVIOUSLY ORC SOFTWARE AB) 2002-2012

Senior Software Developer, later Team Lead / Dev Lead - Algo Trading Solutions

- Lead developer for Orc Liquidator - a server-based platform for automated/algorithmic trading on more than a hundred financial markets worldwide.
- Worked with recruitment and on-boarding of new employees in the team.
- Planned, executed, and followed up sprints and projects

INDUSTRI-MATEMATIK ABALON AB (PREVIOUSLY ABALON AB) 1995-2002

Team Lead / Software Engineer

Klartext Systemutveckling AB 1995

Software Developer

Borland Scandinavia AB 1993-1994

Product specialist C++

Education

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|---|-----------|
| Russian Today, University of Gothenburg | 2022 |
| English Business Writing, Mid Sweden University | 2022 |
| Modern rhetoric in digital and social media, University of Skövde | 2022 |
| Introduction to Law, and Jurisprudence, University West | 2021 |
| Situational Leadership II | 2009 |
| Russian (evening classes) | 2003-2004 |
| System Architecture (comp. sci), University College of Borås | 1991-1993 |
| High school – Scientific program (German as a third language) | 1988-1991 |

MILITARY SERVICE 1994-1995

After the initial soldier training in the cavalry, the service was divided into 50% military service (military intelligence and leadership) and 50% software development in C++ for Windows.