



Hendrik Käo

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Lausanne, Switzerland

Front end focused software engineer with 10+ years of experience. Successfully building, releasing and maintaining applications in international and agile environments. Attention on user experience and empowering fellow engineers.

Experience

Senior Software Engineer

Aug 2020 - present — Nexthink, Lausanne (Switzerland)

Senior software engineer in a cloud native digital employee experience platform with a mission to deliver delightful dashboards enabling proactive problem solving.

- Member of a product team successfully building and delivering [Application Experience](#). Engaged in planning, designing and development of new and existing features.
- Drove the design and development of graph visualizations giving a birds eye view of user journeys across applications, allowing easy identification and troubleshooting of employee experience. Successfully repurposed in other areas of the product.
- Provided guidance and support to platform teams through refactoring initiatives while ensuring delivery of roadmap items.
- Actively participated in hackathons. Created a [browser extension](#) that simplified product configuration, lowered the barrier of entry and increased product value proposition. Received the [2023 Innovathon People's Choice Award](#) for modernizing the platform look and feel.
- Contributed to the organization wide UI library encouraging reuse and accelerating engineering velocity.
- Participated in recruitment processes and mentored new team members.

Senior Front End Developer

Apr 2019 - Aug 2020 — ADM Interactive (Remote)

Senior front end developer in a digital solutions agency with a mission to lead and build modern front end solutions.

- Managed and contributed to a team of front end developers from external partners developing a [new e-commerce platform for HP](#).
- Documented technical implementations for existing functionality in [HP Online Store](#). Highlighting pain points and opportunities for future improvements.
- Developed an application for pre-sales processes, improving data gathering, visualization and analysis. Procuring multiple new development contracts from the client.
- Implemented server side rendering for [HP Ink Toner and Paper Finder](#) improving SEO and loading performance.
- Defined and implemented performance features (prefetching and caching strategies) for [HP Online Store](#) helping it to scale to a single day sales record with 2.7M\$ in Black Friday orders.
- Initiated and built a dockerised E2E testing framework using Puppeteer and Jest.
- Quickly addressed EU cookie law non-compliance for third-party cookies, avoiding potential legal actions for the client.
- Onboarded and mentored new team members on different projects.

Front End Developer

Dec 2018 - Apr 2019 – Centre of Registers and Information Systems at Ministry of Justice, Tallinn (Estonia)

- Front end developer in a state agency under the Ministry of Justice, developing and maintaining Estonian e-services, with a mission to improve front end code quality and knowledge across the organization.
- Initiated front end best practices and guidelines for existing Angular projects, resulting in consistency across codebases for 40+ developers.
- Documented front end best practices, guidelines and requirements used for national procurements.

Front End Developer

Mar 2011 - Dec 2018 – ADM Interactive, Tallinn (Estonia)

Front end developer in a digital solutions agency in Estonia handling development for international clients.

- Led the development and maintenance of a web application for a call center with 100+ agents, improving performance and streamlining workflows.
- Led the front end development for HP Online Store operating in 12+ countries.
- Onboarded and mentored front end developers.
- Gave front end performance workshops to 50+ people introducing best practices and solutions.

- Conducted a workshop on building applications with React for the Estonian Defense Forces during their adoption of React as their primary front-end framework.
- Gave presentations and led monthly front end meetings, presenting new technologies and best practices.
- Created a single page registration process with React improving the UI/UX of the customer sign up process.
- Initiated and developed CI/CD pipelines with Node.js for [HP Online Store](#) eliminating bulk of the manual and error prone work when deploying.
- Conducted 2 redesigns for [HP Online Store](#) with improved UI/UX and updated front end tech stack.
- Built 60+ worldwide campaign pages.

Technologies

React, visx, Highcharts, TypeScript, Playwright, Scala, Java, GraphQL, REST, Jest, Docker, Git, Figma, Kubernetes, SQL, WebExtensions API, Storybook, Magento, Redux, webpack, vite, esbuild, Scrum, Angular, Bootstrap, SCSS, .NET, C#, HTML, JS, CSS

Education

Electrical engineering

2007 - 2010 — Kuressaare College of Tallinn University of Technology, Kuressaare (Estonia)

Completed 3 years towards applied higher education.

Languages

- English — Professional Working Proficiency
- Estonian — Native