Nicolás Baglivo

Barcelona, Spain
hi@nbaglivo.dev · +34 610 418 657
nbaglivo.dev · linkedin.com/in/nbaglivo

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15 years building products. From writing the code to shaping how teams work.

Most of that time has gone into distributed systems — multiple services, event-driven architectures — balancing pragmatism, delivery pace, value, and quality, while keeping technical debt in check.

I do my best work — and help others do theirs — in collaborative environments built on trust, autonomy, and real ownership.

Professional Experience

Factorial — Barcelona, Spain (2026)

Part of the DX team, focused on the AI SDLC. Building and evolving an ecosystem for engineers to work effectively with coding agents — moving human activity upstream towards decision making and product shaping, and delegating implementation and verification to agents.

The team also owns CI, which is where that shift shows up first. The volume of PRs we receive has grown beyond what the pipeline was built for, and beyond what people can review. Reviewers can't keep up with the throughput, and CI can't absorb the number of runs. Making that volume manageable — for the humans and for the infrastructure — is the problem I'm working on right now.

Tech: Agent Skills, Context Engineering, Harness Engineering, Agentic Loops, Agentic Verification, AI Workflows.

Fashion Cloud — Hamburg, Germany (2017 – 2025)

Joined when the company was ~13 people and a 4-person engineering team. Left with 130+ employees and ~40 engineers. Eight years growing with a company — and helping shape how it grew.

Tech: TypeScript, Node.js, AWS, MongoDB

Tech Lead - Order Domain (2024 – 2025)

Operated at the intersection of technical architecture and organisational structure. Reshaped service boundaries and team domains around DDD and Team Topologies so that ownership was clear. Set engineering standards company-wide. Stayed responsible for the Order Domain teams' technical results, and worked with product during early discovery — proposing ideas and evaluating feasibility. Stayed hands-on throughout. Two recurring challenges: keeping stock levels and prices in sync between customers and the system (solved with a high-scale async ingestion pipeline handling ~10M records/day), and integrating with customer systems to transmit orders. Spent this last year working remotely from Valencia, Spain — comfortable operating async and remote from the rest of the team.

Team Lead (2021 – 2024)

Led a customer-facing product area end-to-end — technical direction, roadmap, hiring, and the bridge between product goals and engineering execution. Accountable for delivery: on time, within budget, and staying around to make sure things worked in production. Balanced speed with quality deliberately — using RFCs and peer review to foster architecture discussions and keep decisions shared and grounded. Thought constantly in terms of value, making tradeoffs with the user in mind. Grew a senior engineer into a Team Lead role during this time.

The main technical initiative: diagnosing fragmentation across multiple order-related teams and leading the creation of a dedicated platform team to fix it. Designed the shared services, built the SDKs consuming teams depended on, and hired the engineers to own it. Stream-aligned teams moved faster. Duplication dropped.

Also led the team through a phased decomposition of the legacy monolith into event-driven services — no rewrite, no big-bang cutover — working through observability, eventual consistency, data segregation, and backpressure as the system evolved.

Software Engineer (2017 – 2021)

Spotted an unclaimed product early on and took ownership without being asked — built it into one of the company's core systems. Designed and built scalable APIs, backend services, and frontend applications. Led refactoring and architectural improvements of legacy systems — including some I had built myself. Became the team's go-to reference for reactive programming and RxJS Observables on the frontend.

Devsar — La Plata, Argentina

Fullstack Software Engineer (2015 – 2017)

Fullstack engineer building web applications for a San Francisco–based startup. Early lesson in working with a demanding, fast-moving founder — learned to set expectations clearly, articulate constraints, and say no when something wasn't possible.

Tech: TypeScript, Node.js, Angular, React, PostgreSQL

LIFIA UNLP — La Plata, Argentina

Software Engineer (2011 – 2015)

Developed and maintained web applications using JavaScript, HTML, and Node.js.

Education

Universidad Nacional de La Plata — Argentina
Analista Programador Universitario
Graduated 2018

CoA Academy
Chief of the Year (1-year leadership program) — 2021

Skills

How I work
Systems thinking · Ownership mindset · AI-assisted development

Frontend
React · Next.js · Tailwind

Backend
TypeScript · Node.js · APIs

Cloud & Infrastructure
AWS · Terraform · Docker

Data
PostgreSQL · MongoDB · Elasticsearch

Architecture
Event-Driven Architecture · Domain-Driven Design · Distributed Systems · Async Processing

AI

LLM integration · Agent Skills · Context Engineering · Harness Engineering · Agentic Loops · Agentic Verification · Workflow Designing

Languages

English — Full professional proficiency

Spanish — Native

German — Intermediate (B1)