

Louis Kotze CV

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Engineering Lead · Linux Kernel Contributor

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SUMMARY

Engineering lead with 10+ years across FinTech, automotive, and pharmaceuticals. Currently leading a distributed delivery team, proxying Agile Master responsibilities, and mentoring through two structured programmes. Strong people-development track record paired with senior IC credibility (upstream Linux kernel contributor, 5-country regulatory-database audit). Leads across time zones and cultures; drives technical-standards adoption and AI-assisted development practices.

EXPERIENCE

Lead Developer, iOCO Digital (contract to Takeda) · May 2025 – Present

Lead a team of 3 engineers delivering a data-visualization platform used across Takeda's internal analytics teams. Part of a 14-team product group; directly coordinate with 4 of those teams plus chapter leads in India, business stakeholders in Switzerland, and a product owner in the US.

- Set technical direction and standards for a 3-engineer team operating across 6+ time zones; handle backlog, delivery cadence, and escalation paths with the product owner in the US
- Consulted on staffing requirements and team composition across iOCO engagements as projects stand up or scale
- Driving AI-assisted development adoption within the team: KT sessions, restructuring the codebase for agent-friendly context (Copilot / Claude Code / Codex), and automated Copilot-driven PR reviews, reshaping daily workflow across the team
- Shipped 5 new chart types on the platform (geographic, work-management, and process-insight views), widening its coverage across supply-chain, site operations, and work-management data
- Stack: Angular 21, Highcharts, GraphQL, Storybook, GitHub Actions

Senior Software Developer, BMW IT Hub South Africa · Aug 2021 – May 2025

Led engineering on the Group Document Management System and Technical Action Database for BMW, with teams across Germany, South Africa, and Portugal (team size 3–7).

- Engineered BMW's Group Document Management System for international legal-document retention: per-country classification drove statutory retention windows, version history preserved historical drafts as required by law, end-of-life prompts flagged documents nearing expiry, and daily compliance jobs purged documents past their statutory due date
- Proxied Agile Master and Sub-Product Owner for the team: ran ceremonies, managed the backlog, and coordinated delivery across time zones alongside the official PO in Germany
- Technical Maintenance Manager for the resulting high-volume transactional system: production support, deployments, CI/CD, database administration, and escalation ownership
- Led Kafka rollout linking BMW's warranty-case management systems into a unified real-time event pipeline, replacing siloed stage-by-stage processing across the warranty admin lifecycle

- Conducted technical interview rounds for engineering candidates joining the team

Software Developer, Discovery Limited · Jun 2019 – Jul 2021

- Shaped company-wide technical standards by presenting prototyped architectures at Discovery's Software Architect forum
- Designed reusable CRM components adopted across Discovery's product lines, reducing duplication for downstream teams

Software Developer, Hello Group · Jan 2016 – May 2019

- Championed Kubernetes and WSO2 adoption, establishing the standard microservices infrastructure across the company
- System lead for a critical month-long deployment in India, ran day-to-day delivery on site and coordinated with SA and Mauritius teams
- Delivered FinTech compliance systems audited by SARB and Deloitte UK
- Built remittance interfaces expanding the business into Malawi, Zimbabwe, and Bangladesh

COMMUNITY & MENTORSHIP

- **University of Pretoria Mentorship Programme** (2026 – Present): Mentoring graduates on CV, interview prep, and the current South African software job landscape
- **Harambee Youth Employment Accelerator** (during BMW tenure): Mentored 3 graduates through their 6-month placement on the team, supporting their transition into first engineering roles

OPEN-SOURCE & TECHNICAL CREDIBILITY

- **Active Linux kernel contributor (linux-wireless):** Authored the RTL8922AU USB RF-calibration fix, merged into Ping-Ke Shih's `rtw-next` tree (Apr 2026) with 5 independent Tested-by tags across USB chipsets. Also a `cfg80211` MLO group-key error-message grammar fix (Accepted by Johannes Berg).
- **wireless-regdb audit:** Authored 5 country regulatory-database patches (ZA, HK, RU, KR, UA) verified against primary sources (ICASA, OFCA, MSIT, SCRF, ETSI), all merged into `wens/wireless-regdb` (Apr 2026). Also provided peer-review (Reviewed-by) on a community-submitted RU 6 GHz 320 MHz patch, applied to `wens/wireless-regdb` master 2026-04-30: 6 total commits across 5 jurisdictions in one month, including first review credit on someone else's regulatory analysis. Filed Fedora bug 2458629 with reproducer and root-cause analysis for a `wpa_supplicant` MLO reassociation race.

SKILLS

Leadership & team: Distributed team leadership across SA / Germany / India / US / Portugal / Switzerland; structured mentoring (Harambee, UP Mentorship Programme); technical interviewing for engineering hires (BMW and Hello Group tenures); partnered with management on performance calibration (Hello Group / BMW / iOCO tenures); cross-team coordination across 14+ product teams

Process & delivery: Agile Master and Sub-Product Owner duties, backlog management, ceremony facilitation; PSM + PSD certified; ICF Coaching Skills for Managers (30 hours)

Engineering depth: Angular, TypeScript, Java, Kafka, Kubernetes, GraphQL, microservices, REST API design, CI/CD (GitHub Actions, Jenkins), system design

Cloud & infrastructure: Azure, AWS, GCP, Prometheus, Grafana

Systems / low-level: Linux kernel modules, wireless stack, C (kernel-adjacent), bash, ships upstream

EDUCATION & CERTIFICATIONS

- **Diploma in IT: Software Development:** Varsity College, 2013–2015 (Top Student, all 3 years)
- **Certifications:** Professional Scrum Master (PSM 1), Professional Scrum Developer (PSD 1), ICF Coaching Skills for Managers (30 hours)