

Louis Kotze

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. Coordinate across 14 dev teams, chapter leads in India, business stakeholders in Switzerland, and a product owner in the US.

- Set direction and technical 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
- Leading team adoption of AI-assisted development: 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).

- Proxied Agile Master and Sub-Product Owner for the team — running ceremonies, managing the backlog, and coordinating 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 RTL8922AU USB RF-calibration fix (Acked by Realtek's kernel maintainer; merging into `wireless-next`); 5 independent Tested-by tags across multiple USB WiFi chipsets
- **wireless-regdb audit** — Authored 5 country regulatory-database patches (ZA/HK/KR/RU/UA) verified against primary sources (SCRF, MSIT, OFCA, ETSI); filed Fedora bug 2458629 with reproducer and root-cause analysis for a wpa_supplicant MLO 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)