CANDIDATE PROFILE

Thomas Weber

Candidate for Senior Backend Engineer at Orbit Retail

REFERENCE
MTP-2026-0322

DATE
October 19, 2026

CURRENT ROLE	LOCATION	AVAILABILITY
Software Engineer, Delta Commerce	Munich, Germany	Notice period: 3 months

SALARY EXPECTATION	WORK AUTHORIZATION	LANGUAGES
EUR 82,000 to 90,000	EU citizen	German (native), English (fluent)

SKILLS MATRIX

SKILL	EXPERIENCE	PROFICIENCY	NOTES
Java and Spring	8 years	●●●●●	Core language in all roles
Microservices	6 years	●●●●○	
PostgreSQL	7 years	●●●●○	
Kubernetes	3 years	●●●○○	In production for 2 years
Code review and mentoring	4 years	●●●●○	Mentors 3 juniors
Payments systems	1 year	●●○○○	One integration project

EXPERIENCE SUMMARY

PERIOD	EMPLOYER AND ROLE	KEY ACHIEVEMENTS
2020 to present	**Delta Commerce** Software Engineer	Built the order service handling 1.2 million orders a month.
2017 to 2020	**Kern Systems** Software Developer	Migrated a monolith to 14 services without downtime.
2015 to 2017	**Bavaria Digital** Junior Developer	Delivered web features for 3 retail clients.

ASSESSMENT

CRITERION	RATING	RECRUITER COMMENT
Technical depth	●●●●●	Very strong, solved the live design exercise with a clean approach.
Communication	●●●●○	Clear and direct, sometimes too brief with non-technical people.
Leadership	●●●○○	Informal mentor, has not managed a team yet.
Motivation	●●●●●	Wants to own a service end to end at a product company.
Culture fit	●●●●○	Pragmatic and team-minded, fits the platform group.

RECOMMENDATION

RECRUITER RECOMMENDATION

Recommended for interview

Thomas has the technical depth the role needs and wants a bigger scope. He has not managed people, which the position does not require.

Points to explore: A notice period of three months may delay the start date.

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