PORTFOLIO · NOVEMBER 2026

Michał Stawarz

Engineering Manager & Expert Mobile Developer

12 years of hands-on mobile development, including nearly five in engineering management. I build the teams, platforms and products behind healthcare, banking, retail and mobility apps, from 0-to-1 builds to platforms with 1M+ registered users per mobile platform.

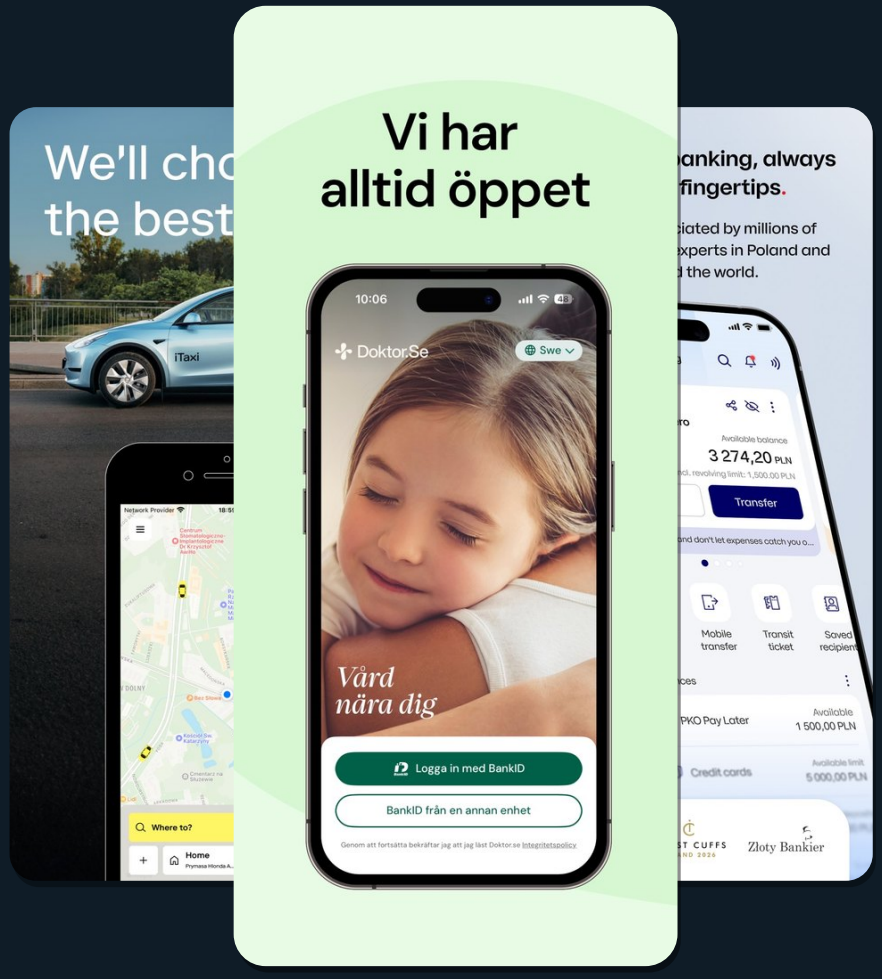
SELECTED WORK

Doktor.se · Retail app · Doktr (Proximus) · iTaxi · IKO, PKO Bank Polski · LE34 / GeoNote

LINKEDIN
linkedin.com/in/michal-stawarz

GITHUB
github.com/StarWars

BASED IN
Warsaw, Poland



Store screenshots: Doktor.se, iTaxi, IKO (current versions)

AT A GLANCE

An Engineering Manager who still ships

12 years of hands-on mobile development, including nearly five in engineering management. At Doktor.se I lead two scopes in parallel: App Lead for the 10-person mobile engineering organisation and Engineering Manager for the cross-functional Consultation & Treatment team, close to 20 people across healthcare platforms with 1M+ registered users per mobile platform.

Through my consultancy, appBEAT, I take products from RFP to delivery. Most recently: the 0-to-1 app for one of Poland's biggest retailers, expected to reach 2 million users in its first year.

HOW I WORK

- **Thinks like an owner.** I connect technical decisions to cost, operations and business outcomes, from a self-initiated marketplace strategy to ~99% lower CI/CD costs.
- **Hands-on credibility.** I lead core mobile features end to end: iOS hands-on, Android through spec-driven development, plus AI-assisted fixes across the stack.
- **Teams that deliver.** I have run 30+ hiring processes end to end and introduced structured discovery and technical kick-offs, so engineers start with well-prepared tasks.

> *"Discussions with Michal end in actual agreements, with expectations everyone understands the same way, which removes an enormous amount of friction."*
>
> Erik Sandström, former manager at Doktor.se

12 yrs
hands-on mobile development, since 2014

Nearly 5
years in engineering management, since Feb 2022

~20
people across two parallel leadership scopes

1M+
registered users per mobile platform at Doktor.se

30+
end-to-end hiring processes owned

~99%
lower mobile CI/CD cost, about $20k saved a year

~80%
lower analytics cost after the Mixpanel migration

40+
iOS apps in the LE34 portfolio, on five white-label foundations

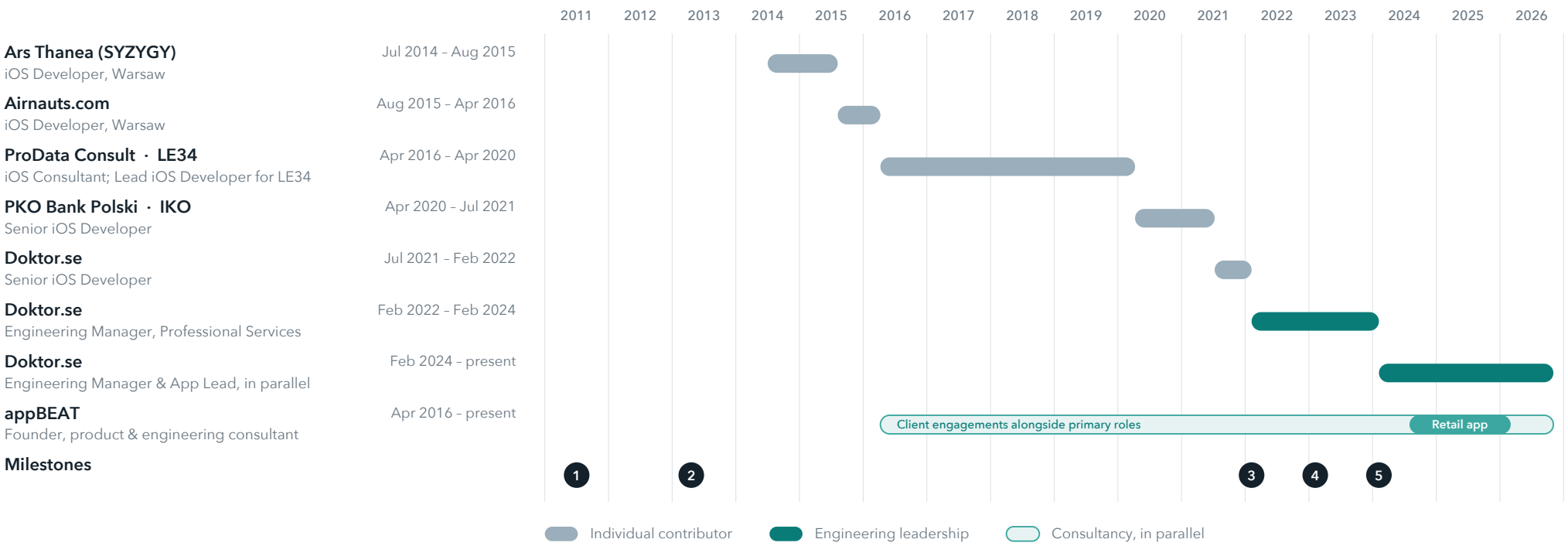
DOMAINS
Healthcare · Banking · Retail · Mobility · Geospatial · Consumer & social · Interactive media · Games

HANDS-ON
Swift · iOS · Kotlin Multiplatform · Android · Objective-C · tvOS · macOS · API contracts · CI/CD automation · AI-assisted, spec-driven development

LEADERSHIP
Hiring & team building · Discovery, estimation & delivery planning · Stakeholder management · Technical due diligence · Vendor & cost management · Engineering governance

CAREER PATH

From a first iOS app to leading mobile organisations



1. First iOS app: Easy Visitor Tracker
2. Imagine Cup Poland: 2nd place with CommuteSurf
3. Promoted to Engineering Manager within 7 months
4. Self-hosted CI/CD: ~99% lower cost
5. App Lead and Engineering Manager in parallel

INSIDE THIS PORTFOLIO

01 Doktor.se: healthcare platform p. 4
02 Retail: 0-to-1 app p. 5
03 Doktr: end-to-end encryption p. 6
04 iTaxi: legacy modernisation p. 7
05 LE34 / GeoNote: 40+ white-label apps p. 8
More shipped products p. 9
Engineering systems & economics p. 10
Product, business & client impact p. 11
Earlier work p. 12
What colleagues and clients say p. 13
Project index p. 14

CASE STUDY 01 · DOKTOR.SE · HEALTHCARE PLATFORM

One mobile platform behind a family of healthcare apps

Doktor.se, Sweden (remote) · Jul 2021 – present · Senior iOS Developer, then Engineering Manager and App Lead

THE CONTEXT

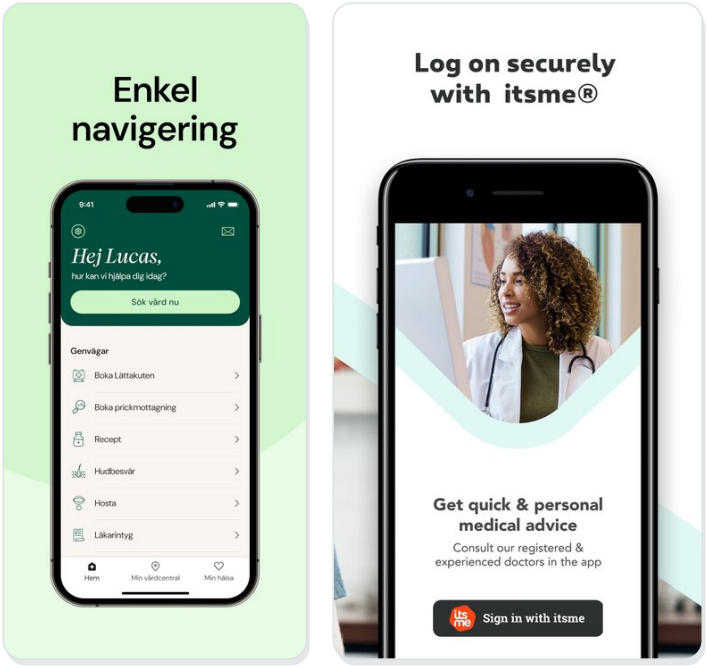
Doktor.se provides digital and on-site care across Sweden. Its patient app shares one codebase with a family of brand and customer apps, including Doktor.de, AniCura and Belgium's Doktr. Around it sit a clinician app and a back-office app for coordinators, used in clinics across the country.

MY ROLE

Promoted from Senior iOS Developer to Engineering Manager within 7 months. Since 2024 I have led two scopes in parallel: App Lead for the 10-person mobile engineering organisation and Engineering Manager for the cross-functional Consultation & Treatment team. I stay hands-on, leading core mobile features from planning to production.

WHAT I DID

- **Solid foundations.** Introduced modular Clean Architecture, owned core iOS functionality and ran releases from release-candidate QA to App Store publication.
- **Platform at scale.** Steered long-running migrations of customer apps across versions of the shared SDK, with feature flags, Git branching and deployment automation.
- **Booking for every visit.** Lead the team behind Doktor.se's booking system for on-site and remote visits, yearly revisits and cancellations.
- **More time for patient care.** Led the team that integrated an external EHR system, saving doctors a few minutes on every patient case.
- **Leadership reach.** Took on part of the CTO role with a fellow EM, both reporting directly to the CEO of the 1,000+ person company.



Doktor.se (SE) and Doktr (BE): current App Store screenshots. Store versions are later than some releases I worked on.

Doktor.se · App Store (SE) Doktr · App Store (BE)

1M+
registered users per mobile platform, iOS and Android

~20
people across two parallel leadership scopes

7 mo
from Senior iOS Developer to Engineering Manager

Swift · iOS · Clean Architecture · Shared white-label SDK · Feature flags · CI/CD · Datadog · Product analytics

Consultation & Treatment team stack (led, not hands-on): Python, TypeScript, FastAPI, Django, Fastify, gRPC, PostgreSQL, Redis, NATS, AWS, Kubernetes.

CASE STUDY 02 · RETAIL, 0-TO-1

From a 130-page RFP to a 0-to-1 retail app

appBEAT client engagement · Aug 2024 – Mar 2026 · Mobile engineering lead; hands-on developer in 2025–2026

THE CONTEXT

One of Poland's biggest retailers set out to build a new app expected to reach 2 million users in its first year. I joined at RFP stage: an approximately 130-page brief, incomplete requirements, evolving designs, heavy backend dependencies and an initial expectation of shipping the mobile product in three months.

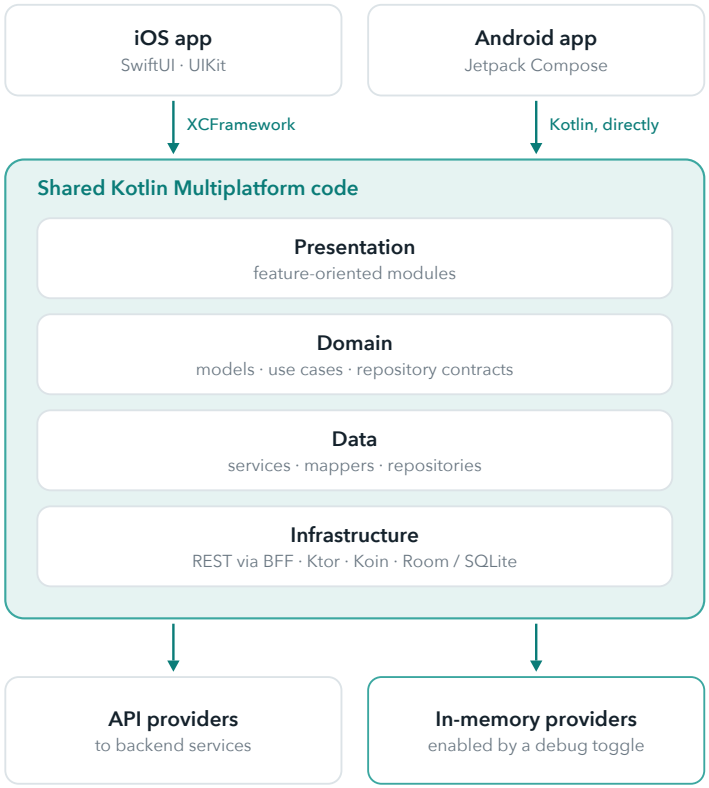
MY ROLE

I owned the mobile engineering area: turning ambiguous scope into a realistic technical and delivery plan, selecting the core team and partnering with stakeholders on technical decisions. In 2025–2026 I also coded within the core mobile team, in parallel with my Doktor.se role.

WHAT I DID

- **A plan that holds.** Mapped risks, dependencies and requirement gaps, then built estimates and delivery options that replaced the three-month expectation with a realistic twelve-month plan.
- **One direction, 16 voices.** Worked with approximately 16 business and technology stakeholders, translating business needs into product and engineering decisions.
- **The right team.** Ran 23 interviews and assembled the four-person core mobile team, working alongside a three-person external mobile team.
- **Built to move in parallel.** Helped shape the architecture: shared Kotlin Multiplatform logic, design-system integration, reusable components and API contracts.

SIMPLIFIED ARCHITECTURE



Both provider sets implement the same domain interfaces, so screens, use cases, paging, error and empty states could be built and tested before the backend was ready. Simplified from a review of the codebase; unreleased product details are omitted.

12 mo
realistic plan replacing a three-month expectation

23
interviews to build the four-person core mobile team

F&F
testing reached before the planned nationwide launch

Kotlin Multiplatform · Swift · Android · REST via BFF · Ktor · Koin · Coroutines & Flow · Design system

The engagement was extended to 18 months as the scope grew.

End-to-end encryption without breaking the chatbot

Doktor.se Professional Services · client: Doktr, Belgium · 2023 – Feb 2024 · Engineering Manager

THE CONTEXT

Doktr, a Belgian digital-health app built on Doktor.se's white-label platform, wanted end-to-end encryption for patient–doctor conversations, while every other customer kept the existing behaviour. The catch: the chatbot used patients' answers to decide each next step.

MY ROLE

I guided the work from feasibility to production release, with the Product Manager and the engineering teams. Before that, as an iOS developer, I implemented features for Doktr and published its releases.

WHAT I DID

- **Feasibility first.** Led the assessment of integrating SealdSDK into the existing backend, web and mobile apps, building on an external discovery.
- **Trade-offs in the open.** Presented the solution, limits and alternatives directly to the Product Manager and the customer, and answered their questions.
- **A workable boundary.** Helped define protected questions, so the bot could still route conversations while coordinators could not see sensitive answers.
- **Ready for production.** Coordinated changes to support procedures, clinician workflows and mobile UX, and prepared two Architecture Decision Records.

DECISION RECORD

CONSTRAINT

The chatbot reads patients' answers to choose the next step. Encrypting every answer at the source would leave it unable to route conversations.

OPTIONS

✕ **Encrypt every answer at the source**
Breaks bot routing in the customer's app.

✓ **Protected questions + E2EE (chosen)**
End-to-end encryption with SealdSDK for patient–doctor conversations. Answers to protected bot questions stay processable by the bot for routing, hidden from coordinators and non-medical roles, and available to the treating clinicians.

WHO DECIDED

I owned the technical assessment and recommendation; the customer accepted it. Developers owned the implementation and code architecture.

SAFEGUARDS BEFORE RELEASE

2 Architecture Decision Records · Edge-case test scenarios · Unit tests · External penetration test · Datadog monitoring · Amplitude dashboards

Live
released to production in the customer's app

Unchanged
behaviour for every other customer on the platform

Pen-tested
externally, with monitoring and dashboards in place

SealdSDK · iOS · Android · Web · Backend integration · Datadog · Amplitude · ADRs

CASE STUDY 04 · iTAXI · MOBILITY

Modernising a legacy iOS app for a major redesign

appBEAT client engagement · iOS delivery lead

THE CONTEXT

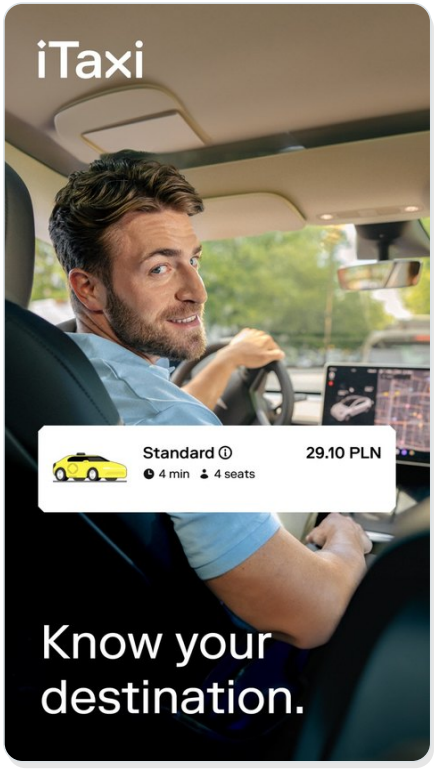
iTaxi, one of the leading consumer mobility platforms in Poland, planned a major product redesign. The new experience had to land on a legacy iOS codebase.

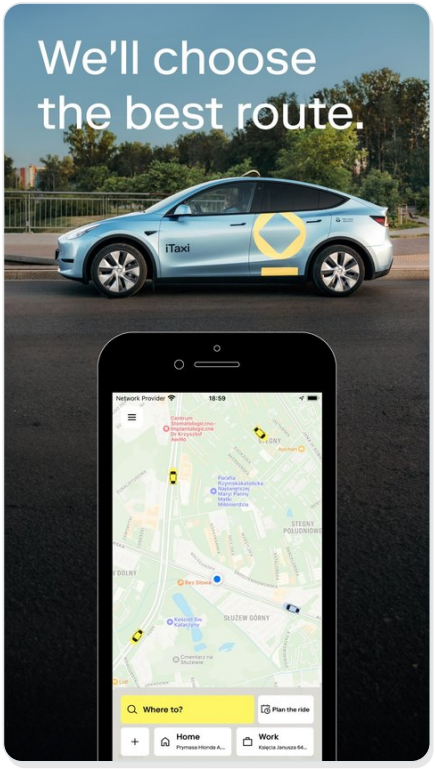
MY ROLE

I led iOS delivery for the redesign, from modernising the codebase to supporting the client through validation and release.

WHAT I DID

- **Modern foundations.** Modernised the legacy codebase and updated its architecture and tests.
- **Reusable by design.** Extracted reusable components to build the new experience consistently.
- **Designs into product.** Implemented the new designs as working product features.
- **To the finish line.** Supported the client through Friends & Family validation and the release.





Current App Store screenshots; the store version may differ from the release I delivered.

iTaxi · App Store (PL)

3.5 → 4.8

App Store rating after the redesigned release, a team and client result

F&F

validation supported through to release

iOS · Legacy modernisation · Architecture · Reusable components · Tests

CASE STUDY 05 · LE34 / GEONOTE · GEOSPATIAL

40+ iOS apps from five white-label foundations

LE34, via ProData Consult · Apr 2016 – Apr 2020 · Lead iOS Developer, co-founder of the mobile department

THE CONTEXT

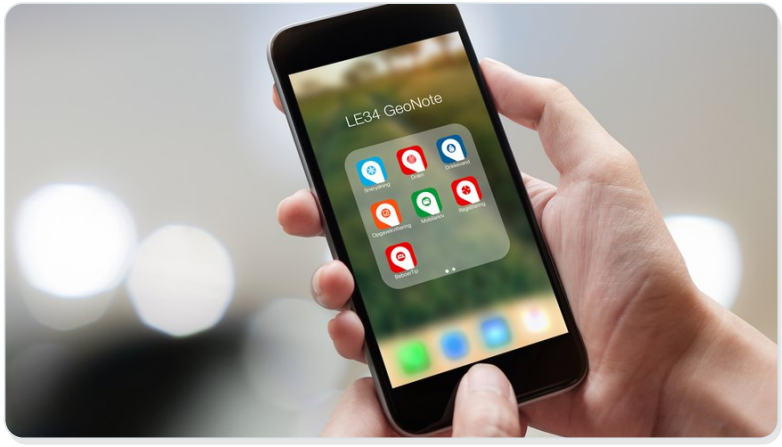
LE34 builds geospatial solutions for municipalities, surveying and field operations. Its customers needed apps for citizen reporting, map editing, surveying and live tracking of field crews, including variants for individual municipalities.

MY ROLE

I co-created the mobile department and acted as Lead iOS Developer, taking products from first idea to the App Store and maintaining them afterwards.

WHAT I DID

- **Idea to App Store.** Ran customer workshops and prototypes, API consultancy, estimation, implementation, testing and App Store publication, then maintenance.
- **Scale through reuse.** Grew a portfolio of 40+ iOS apps on five white-label foundations, including municipal variants such as Furesø Borgertip.
- **Shipping automation.** Built the distribution solution with Jenkins, fastlane and Firebase / Fabric that supported the whole portfolio.



GeoNote apps built for LE34, photographed on an iPhone.

NAMED PRODUCTS

Borgertip / Citizen Tip Citizens report local issues to their municipality; variants such as Furesø Borgertip.

GISMO Map content creation and editing.

Smart Survey Video and GPS capture supplying data for 3D models of real-world objects.

Snerydning / Snow Patrol GPS collection, live snowplough tracking and reporting.

Opgavekvittering / Task Manager Task assignment, progress tracking and activity streams.

GeoNote Snerydning V2 · App Store (DK) Furesø Borgertip · App Store (DK)

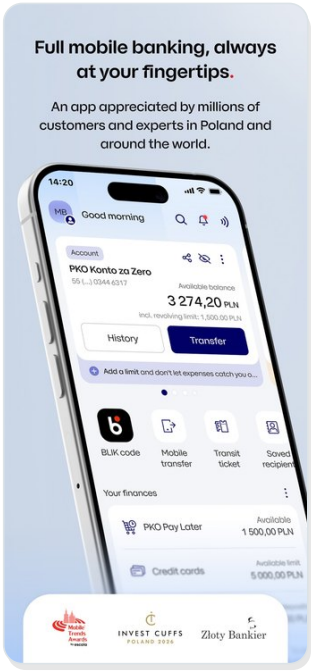
40+
iOS apps in the portfolio, including customer variants

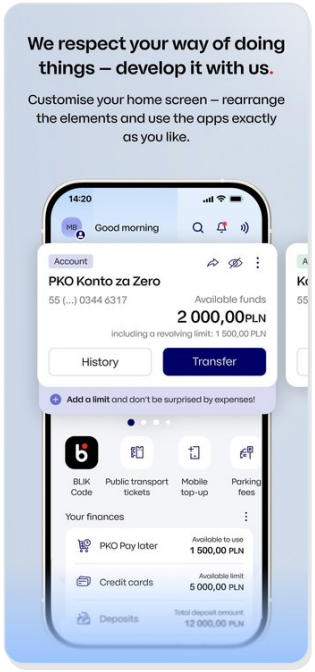
5
white-label application foundations

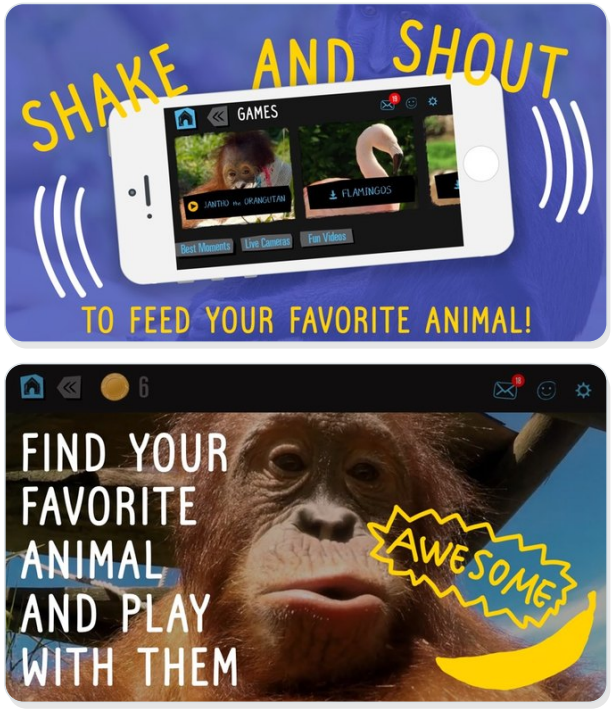
100+
snowploughs tracked by Snow Patrol, per my historical CV

iOS · Location services · GPS & maps · White-label variants · Jenkins · fastlane · Firebase / Fabric

Banking, interactive media and consumer apps









IKO, PKO Bank Polski

Banking · Apr 2020 – Jul 2021 · Senior iOS Developer

Contributed across the development lifecycle of new iOS features for PKO Bank Polski's consumer mobile banking app, delivered core application solutions and presented new functionality to business partners.

iOS

IKO – PKO Bank Polski · App Store (PL)

Virry: Apple TV app & iPhone controller

Interactive media · tvOS and iOS

Developed the tvOS app and its iOS companion controller, including phone-to-Apple TV communication: On-Demand Resources, focus-based navigation, service discovery and a custom InputStream-based server.

tvOS · iOS · On-Demand Resources · Focus Engine · NetServiceBrowser

Virry · App Store (GB)

CaptureLife

Consumer app · Lead developer

Created and refined the UI, improved responsiveness and animation smoothness, designed and implemented new features, and advised on and integrated the mobile backend.

Swift · Objective-C · iOS UI & animation · Backend integration

Archived store screenshot.

Leverage over headcount

Initiatives across the Doktor.se products: delivery infrastructure, data, governance and AI.

~99%

lower mobile CI/CD cost

Doktor.se · Feb 2023, in use 3+ years

Challenged a ~$1,700/month external macOS build service. Analysed real usage, then designed and introduced self-hosted Mac mini runners that kept automated builds and releases running, saving roughly $20k a year.

~80%

lower analytics cost

Doktor.se · Apr 2024 – Apr 2025

Led the analytics transformation: event taxonomy, tracking rules, reporting standards and dashboards. Initiated the Amplitude-to-Mixpanel evaluation and migration, keeping the capabilities teams needed.

Cutover

GA4 to Amplitude, on schedule

Doktor.se · cross-team migration

Introduced Amplitude with a shared event taxonomy, cleaned up events and gave every team a migration guide. Verified ingestion in staging; a forced app update completed the scheduled GA4 cutoff.

169

repositories under licence governance

Doktor.se · May – Sep 2022

Initiated and coordinated repository ownership and open-source licence governance across several technology stacks, working with code owners and the technology leadership forum to remediate licensing issues.

MCP

agent workflows behind the AI initiative

Doktor.se · May 2026 – present

Built the reusable, MCP-integrated agent workflows and foundation framework that plug Linear, Jira and more into one traceable flow. Started in mobile, spread to QA; contributed to enablement across ~40 people.

30+

cross-stack fixes in 8 repositories

Doktor.se · AI-assisted, spec-driven

Shipped 30+ Node.js, JavaScript, TypeScript and Python bug fixes across company repositories with AI-assisted workflows, freeing up the engineers.

SDK

migrations across customer apps

Doktor.se · shared white-label platform

Managed the long tail of migrations for customer apps on different versions of the shared SDK, using feature flags, Git branching and deployment automation to keep change controlled.

Datadog

observability for major refactorings

Doktor.se · production readiness

Set up Datadog dashboards, monitors and alerts to watch deployed changes in production, with clear rollback plans prepared before major refactorings went live.

> *Michal consistently looked beyond implementation itself and considered cost, operational efficiency and the wider impact of technical decisions.”*
>
> Viktor Arcini Sjöberg, Head of Product, Doktor.se

Engineering that moves the product and the business

Results marked as team results were delivered by teams I led or worked in.

Strategy

from white-label SDK to marketplace

Doktor.se · 2022–2023

Wrote a strategy proposal on my own initiative that helped shift Doktor.se toward a product-facing healthcare marketplace, then partnered with the CEO, Business Manager, Product and Design on it.

Booking

for on-site and remote visits

Doktor.se · Consultation & Treatment team

Lead the team behind the booking system: doctors or coordinators set availability, patients book those slots, with a recurring yearly revisit model and cancellations by patients or doctors.

Minutes

back to doctors on every patient case

Doktor.se · EHR integration

Led the team that integrated an external electronic health record system, automating documentation that doctors had filled in by hand, so more of their day goes to treating patients.

70%

conversion for the winning paywall

Doktor.se · A/B testing

Of several A/B tests my team ran, one settled the paywall content on a variant that converted in 70% of cases, significantly ahead of the alternatives tested.

Free

A/B-testing platform from Spotify

Doktor.se · vendor negotiation

Contacted Spotify's team and negotiated free use of Confidence, its experimentation platform, in exchange for product feedback.

40%

drop-off traced to one onboarding step

Doktor.se · product analytics

Data showed that asking for an email the app could collect later raised onboarding drop-off by 40%. The team used remotely configurable onboarding to test removing it, then captured the email later.

Due diligence

for a potential acquisition

Doktor.se · M&A

Represented Doktor.se on site: prepared the assessment, interviewed technical stakeholders and the owner, reviewed the technology stack and gave leadership a recommendation.

Prototype

a working alternative for the home page

Doktor.se · user journeys

On top of daily work, prototyped a redesigned home page showing how a new feature could connect with the existing feature set.

0-to-1

mobile apps for US clients

appBEAT · architecture to maintenance

Made the initial architecture decisions, designed the API contracts, built iOS hands-on, led the Android developer and owned publishing; then ran maintenance with offshore developers in Dubai.

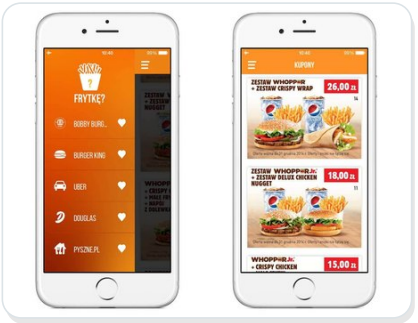
EARLIER WORK

Consumer apps, games and side projects

Apps I built from scratch or contributed to before and alongside my main engagements.

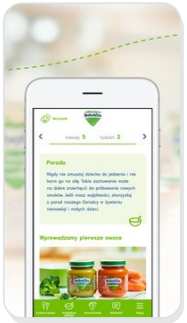


Puzzle Craft 2, current store image



Frytkę?, press image





BoboVita, current store image



Puzzle Craft, historical promotional image

TwigaApp

Social · location-based chat

Built location-based individual and group chat and the app's backend.

Firebase · GeoFire · Swift · Objective-C

Alif

Social · friends & dating

Implemented the native Swift social application.

Swift · iOS

POLIN Museum: Śladami Korczaka

Museum · augmented reality

Created the educational museum app from scratch, with augmented reality and photo editing.

Swift · AR

Frytkę?

Side project · coupons

Built from scratch to learn Swift 1.0, with a Google App Engine backend, analytics and crash reporting.

Swift · App Engine · Crashlytics

Puzzle Craft

iPhone game · specialist integration

Publisher SDK and Game Center integrations, plus 64-bit porting, within the game team.

Objective-C · Game Center

Puzzle Craft 2

iPhone game · specialist integration

Publisher SDK and Game Center integrations, plus 64-bit porting, for the sequel.

Objective-C · Game Center

Another Case Solved

iPhone game · Chillingo

Publisher SDK and Game Center integrations, plus 64-bit porting.

Objective-C · Chillingo SDKs

BoboVita / New Bobovita

Branded app

Created New Bobovita from scratch.

Objective-C

Jägermeister

Branded app

Created the iOS app from scratch.

Objective-C

Yasu

Mobile app

Created the iOS app from scratch.

Objective-C

CommuteSurf

Competition · 2013

Founded the project and led the team to 2nd place in the Polish stage of Microsoft Imagine Cup 2013.

Team leadership

Easy Visitor Tracker

First iOS app · 2011

iPhone and iPad app tracking webpage visits through an embeddable image; my 2018 CV reported 25,000+ users.

iOS · iPhone · iPad

Game credits cover my integration and porting work within the development teams, not authorship of the complete games. Product images belong to their publishers.

TESTIMONIALS

What colleagues and clients say

Excerpts from LinkedIn recommendations, quoted verbatim.

I promoted Michal at Doktor.se because he was already operating well beyond his formal role. He is one of very few engineering leaders I've worked with who instinctively thinks like an owner of the business, not just of the technology…"

Erik Sandström
Former manager at Doktor.se; CTO & Co-founder, Bardo Technology

Michal has a strong ability to take complex business or clinical problems and turn them into concrete product and technology initiatives. He worked effectively with senior leadership, product teams, engineers and clinical stakeholders, and was often able to bring structure and technical perspective to discussions that initially started as business problems."

Viktor Arcini Sjöberg
Head of Product, Doktor.se

It's rare to find someone who combines deep technical skill with such a broad, business-minded outlook. Michal is highly competent in his craft – his iOS expertise is a go-to reference point for the whole team, and he consistently brings creative, innovative ideas to the table rather than just executing what's asked of him."

Karin Bergström
Head of Product and Medical Doctor, Doktor.se

Michał has a lot of hands on experience in building and developing application teams, from discovery and estimation to recruitment, architecture and delivery. And when we needed extra support, he usually knew the right person to bring in."

Michał Łukawski
Client; Head of Growth, SYZYGY; co-founder, adcourt

I had the pleasure of working closely with Michal, and I can confidently say he is one of the most effective Engineering Managers I've collaborated with. He combines strong technical knowledge with exceptional leadership skills, creating an environment where engineers feel both challenged and supported."

Bojan Marković
Senior iOS Developer, Doktor.se

What sets Michal apart is not only his deep expertise but also his willingness to help, always prompt, approachable, and ready to jump in when needed. He brings a calm, solutions-focused mindset to every challenge and creates an environment where collaboration and growth thrive."

Ilija Levov
QA Engineer who reported to me, Doktor.se

APPENDIX

Project index

Every product and initiative in this portfolio. Teal names link to current App Store listings; a dash marks details not recorded.

PRODUCT	CONTEXT	DOMAIN	MY ROLE	PERIOD	TECHNOLOGY
Doktor.se / Doktor.de / AniCura / Doktr	Doktor.se	Healthcare	Senior iOS Dev; EM; App Lead & EM	2021 – present	Swift, iOS, shared white-label SDK
Doktr end-to-end encryption	Doktor.se Professional Services	Healthcare security	Engineering Manager	2023 – 2024	SealdSDK, Datadog, Amplitude
Retail mobile app	appBEAT client engagement	Retail, 0-to-1	Mobile eng. lead; hands-on 2025–26	2024 – 2026	Kotlin Multiplatform, Swift, REST via BFF
0-to-1 apps for US clients	appBEAT	Consumer	Architecture, iOS, publishing	–	iOS; Android via developer I led
iTaxi redesign	appBEAT client engagement	Mobility	iOS delivery lead	–	iOS, reusable components, tests
IKO, PKO Bank Polski	PKO Bank Polski	Banking	Senior iOS Developer	2020 – 2021	iOS
LE34 / GeoNote suite, 40+ apps	LE34 via ProData Consult	Geospatial	Lead iOS Developer	2016 – 2020	iOS, Jenkins, fastlane, Firebase
Virry, Apple TV + iPhone controller	–	Interactive media	tvOS & iOS developer	–	tvOS, iOS, ODR, Focus Engine
CaptureLife	–	Consumer	Lead developer	–	Swift, Objective-C
TwigaApp	–	Social	Developer, chat & backend	by 2019	Firebase, GeoFire
Alif	–	Social	Developer	by 2019	Swift
POLIN Museum: Śladami Korczaka	POLIN Museum	Museum, AR	Built from scratch	by 2019	Swift, AR
BoboVita / New Bobovita	–	Branded app	Built from scratch	by 2019	Objective-C
Jägermeister	–	Branded app	Built from scratch	by 2019	Objective-C
Yasu	–	Mobile app	Built from scratch	by 2019	Objective-C
Frytkę?	Side project	Coupons	Built from scratch	by 2019	Swift, App Engine
Puzzle Craft / Puzzle Craft 2	–	Games	SDK & Game Center, 64-bit	–	Objective-C
Another Case Solved	Chillingo (publisher)	Games	SDK & Game Center, 64-bit	–	Objective-C
CommuteSurf	Microsoft Imagine Cup	Competition	Founder & team lead	2013	Mobile
Easy Visitor Tracker	Personal	Web analytics	Built from scratch	2011	iOS

DOKTOR.SE INITIATIVES

Technology governance, 169 repositories	Coordinated	2022	**Healthcare marketplace strategy**	Self-initiated proposal	2022 – 2023
Mobile CI/CD cost optimisation (~99%)	Designed & introduced	2023	**Product analytics transformation (~80%)**	Led	2024 – 2025
Booking system	Lead the team	2024 – present	**EHR journaling integration**	Led the team	past year
AI enablement & engineering tools	Built the tooling, contributed	2026 – present			

CONTACT

Let’s build what’s next.

Happy to walk through any of these case studies in more depth, including architecture, team set-up and the trade-offs behind each decision.

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App Store screenshots and product images belong to their publishers. Current store images may show later versions than the releases I worked on. Figures come from my career records; team results are described as such.