

ALEKSANDRA PAWLIK

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Software Engineer at J.P. Morgan Payments, delivering embedded banking and finance solutions through client-facing APIs and backend microservices. Component owner for a core transaction query service within a large-scale microservice architecture, with additional experience in card payments processing. Previously at Alfa Financial Software, contributed to enterprise-grade asset finance systems in Java for banking and automotive clients. Brings a strong foundation in project management, research, cross-functional collaboration, and an entrepreneurial mindset from an earlier career in international development, where I led evaluations of humanitarian programmes in Afghanistan and in multi-country settings. Skilled in Java (up to 21), Spring Boot, Hibernate/JPA, REST APIs, SQL, and experienced in both qualitative and quantitative analysis, supported by academic grounding in anthropology, media, and economics.

PROFESSIONAL EXPERIENCE

J.P. MORGAN **SOFTWARE ENGINEER**

London, United Kingdom
Sep 2021 – Current

Develops embedded finance platforms as part of J.P. Morgan Payments within Corporate and Investment Bank, working across the full SDLC of business-critical applications, from backend microservices to APIs and operational tooling. Collaborates with cross-functional teams (Product, Operations, Testing) to deliver systems aligned with business needs. Work includes designing and building RESTful APIs for external clients to enable embedded banking and payments functionality, as well as internal services powering core platform features such as account management, event-based client billing, and transaction processing. Tech stack includes Java 17 and 21, Spring Boot, Kafka, Grafana, Maven, Jenkins, Kubernetes, Docker, Oracle, H2, SQL, OpenApi, JUnit, Cucumber, Swagger, Postman, Splunk, Dynatrace, Git and Bitbucket, as well as Copilot and ChatGPT-based LLM suite. Holder of AWS Cloud Practitioner certification.

Component owner for the end-to-end design, build and provisioning of a new transaction-query service within the embedded-banking microservice architecture, ensuring scalability and reliability across the service and ecosystem. Lead the full migration from a legacy codebase, including planning, execution, refactoring and maintenance, managing the assignment independently from start to finish. Oversee task creation and tracking, progress reporting, risk mitigation and code reviews. Work closely with testing and performance teams to meet quality and performance benchmarks, and coordinate with front-end teams for seamless API integration. Act as the primary point of contact for ongoing feature development and delivery.

Contributed to the development and enhancement of card transaction processing capabilities within the embedded banking and finance ecosystem, ensuring secure and compliant handling of payment card transactions. At the inception of a greenfield project, implemented features for processing messages based on the ISO 8583 standard.

Organised and led a team of three to deliver AWS Cloud Practitioner certification training for both technical and non-technical colleagues, reaching over 70 participants across the organisation and achieving a pass rate of more than 60%.

Led the “Metrics Workstream,” an employee-driven initiative aimed at developing better ways to measure developer productivity. Applied an ethnographic research approach to design and conduct a group-wide study on agile practices and productivity metrics, working with a team of three. Delivered findings and actionable recommendations to programme leadership, contributing to a shift in how sprint metrics are communicated and interpreted.

Initiated and co-led the Public Speaking for Non-Native English Speakers programme, helping participants present at firm-wide and external conferences to promote inclusive technical communication. In 2024, supported 18 participants in London with five coaches; expanding in 2025 to Bournemouth, Glasgow, and remote EMEA under sponsorship from Take It Forward, Women on the Move, and Global Technology.

ALFA FINANCIAL SOFTWARE
JUNIOR SOFTWARE ENGINEER

London, United Kingdom
Sep 2019 – Sep 2021

Contributed to the development of Alfa’s market-leading asset finance platform as part of the core engineering team. Delivered new features aligned with client requirements and product vision, and helped resolve issues reported internally and externally. During a five-month rotation in the Modularisation Team, supported the implementation of architectural changes to create a more modular codebase, including tooling to support its ongoing maintenance. Tech stack included Java 8/11, Groovy, PostgreSQL, MySQL, ApacheMQ, Mockito, Git, SVN, SoapUI.

Spearheaded the creation of the *Alfa Glossary App*, a web-based glossary of asset finance terms to support onboarding for new joiners. Identified the need for accessible terminology during my own induction and led a team of four to deliver the app under the Alfa Innovation programme. Backend: Java with Spring Boot; Frontend: JavaScript with React.

Led evaluation research for Alfa’s 10-week induction programme. Designed and implemented a feedback-gathering mechanism to improve the onboarding experience, drawing on my previous experience in ethnographic methods and evaluation.

Delivered a company-wide talk, “*Thinking Like an Anthropologist*,” advocating for human-centred reflection and the value of qualitative thinking within enterprise tech.

Volunteered through Alfa’s CSR initiative with *Code Your Future*, coaching aspiring developers from disadvantaged backgrounds in JavaScript and conducting mock interviews to support employability.

COFFEY, A TETRA TECH COMPANY
SELF-EMPLOYED EVALUATOR AND QUALITATIVE RESEARCH SPECIALIST

London, United Kingdom
Dec 2016 – April 2019

Provided research and evaluation services for international development and aid interventions, leading distributed research teams across regions to deliver high-quality, timely outputs. Designed methodologies, developed qualitative and quantitative tools, conducted data analysis, and delivered insights in reports and presentations. Led training sessions to upskill field researchers and analysts in technology tools and research techniques. Key projects included:

- ◆ lead evaluator for in-depth qualitative case studies on large agricultural facilities in Afghanistan, assessing their impact on local stakeholders as part of a UK’s Department for International Development (DFID) funded independent technical review of the *Comprehensive Agricultural and Rural Development Facility* programme. Delivered evidence-based recommendations to programme implementers;

- ◆ Led a UK DFID-funded evaluation on early recovery and durable solutions for displaced populations in Afghanistan, overseeing design, sampling, and a team of 11 researchers. Contributed to qualitative analysis for programmes on employment, enterprise, food security, and digital education across Africa and Asia.
- ◆ Supported monitoring system development for the European Commission's Partnership Instrument, including reporting database design and indicator refinement;
- ◆ Trained 50+ field enumerators in Afghanistan in qualitative and quantitative research analysis;

WAGENINGEN UR, CENTRE FOR DEVELOPMENT INNOVATION, ATVET
MONITORING AND EVALUATION ADVISER

Kabul, Afghanistan
 Jan 2014 – Aug 2016

Managed Monitoring and Evaluation (M&E) for the *Improving Agricultural Education in Afghanistan (ATVET)* project, funded by the Netherlands Ministries of Economic Affairs and Foreign Affairs. Designed methodologies and research tools, and oversaw baseline and midline studies involving nationwide qualitative and quantitative research on agricultural education quality. Conducted interviews, focus groups, and classroom observations; facilitated workshops with implementers to frame research questions and interpret findings.

Established the organisation's M&E department, recruiting, training, and mentoring a team of seven national staff to full independence. Maintained coordination with the M&E Unit of the Deputy Ministry of Technical Vocational Education & Training, Ministry of Education.

UNITED NATIONS UNIVERSITY MERIT MGSOG
MIGRATION RESEARCH INTERN

Maastricht, the Netherlands
 Dec 2014 – March 2015

Contributed to research projects within the Migration and Development Research Team, including data entry for GIZ studies on Kenyan and Nigerian diasporas in Germany, and a literature review on maritime migration policies and trends in Asia-Pacific, with a focus on South-East Asia, Australia, and the Pacific.

INTERNEWS NETWORK
MONITORING AND EVALUATION OFFICER/PROGRAMME OFFICER

Kabul, Afghanistan
 Dec 2012 – Dec 2013

Supported relationship management with four local women's rights organisations and media outlets for a US Department of State programme on monitoring women's rights in provincial Afghanistan. Led M&E for the AusAID-funded *Afghan Capacity for Media and Elections* programme. Managed participant recruitment for the USAID-funded *Kabul Innovation Lab and Afghan ICT Industry Forum*.

ROSENSTOCK LEGAL SERVICES
HEAD OF FINANCE AND ADMINISTRATION

Kabul, Afghanistan
 Apr 2012 – Dec 2012

Coordinated office financial and administrative activities including client relations regarding invoicing and payments, managed tax payments and payroll. Created and implemented an efficient documentation system for the accounting activities.

RADIO YOUTH FM 97.5
BUSINESS DEVELOPMENT MANAGER AND RADIO HOST

Kabul, Afghanistan
 Dec 2012 – Apr 2012

The responsibilities covered building the client base, sales and marketing, organization of events and donor relationship management with USAID regarding the \$300,000 grant for the expansion of the radio coverage to 8 provinces of Afghanistan. Also hosted a live radio show "Give Me 5" reaching Afghan youth 3 times a week.

EDUCATION

MAKERS ACADEMY - LONDON

May 2019 – August 2019

The 16 weeks intense software development bootcamp covering test-driven development with Ruby, JavaScript and Python, MVC design, working with PostgreSQL, Heroku, as well as principles of agile methodology.

UNIVERSITY OF LONDON, SCHOOL OF AFRICAN AND ORIENTAL STUDIES

GRADUATE DIPLOMA IN ECONOMICS

September 2016 – June 2018

Specialization in Banking and Finance

UNIVERSITY OF WARSAW

ETHNOLOGY AND ANTHROPOLOGY OF CULTURE

MASTER OF ARTS

September 2013

Research focused on the labor market tactics undertaken by Polish immigrants in Stockholm. Fieldwork in Stockholm, Sweden. [4.61/5.0]

BACHELOR OF ARTS

June 2009

Research about the tension between post-Soviet Ukrainian identity and religion. 2,5 years long fieldwork in Ukraine, Bojkivshchyna, West Karpaty Mountains. [4.18/5.0]

JOURNALISM AND SOCIAL COMMUNICATION

BACHELOR OF ARTS

June 2010

Research and thesis focused on the migration discourse in contemporary Polish media. Desk research. [4.08/5.0]

UNIVERSITY OF OXFORD

INTERNATIONAL LABOUR MIGRATION: ECONOMICS, POLITICS AND ETHICS

Short Course at the Department For Continuing Education, January 2016 – March 2016

LANGUAGES

POLISH - NATIVE PROFICIENCY, ENGLISH - EXCELLENT, UKRAINIAN - INTERMEDIATE, NORWEGIAN - BEGINNER (A2)