

Clifford Carnmo

Nationality: Swedish
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For over 15 years I have been building and leading agile engineering teams and coaching engineers in their personal growth and development. I strongly believe in servant leadership and the benefits of a healthy work environment and culture. With my strong technical background as a software developer, I am able to credibly lead, coach and motivate teams and engineers as a role model in words and actions. During my years as a leader and manager I have always kept on programming and being highly involved in the software development process. **This is important to me.**

Areas of expertise

- Situational, modern and agile servant leadership in engineering environments and organizations.
- Active, clear, confident and explicit coaching that promotes individual development through positive and constructive feedback.
- Passionate and personal leadership characterized by energy, trust, competence and collaboration.
- Recruiting, staffing and retaining highly competent engineering teams.
- Inspiring, diverse and inclusive engineering environments where perspectives are valued, ideas welcome and where goals are reached and celebrated together.
- The ability to adapt and switch contexts between a strategic, tactical and operational mindset.
- Implementing and improving agile mindsets and DevOps practices.
- A constant strive for improvements in a learning culture with a collaborative attitude.

Key drivers and motivation

I get my energy from managing and evolving highly functioning engineering- and software development teams. I find it very stimulating to be confronted with situations where the outcome is not clear. To learn is to live and I truly enjoy sharing knowledge and the process of learning together with others. After 27 years in the IT industry, I still love every day I get to work with brilliant people on challenging projects.

Assignments

- **Engineering Manager**, Metry AB, 2022 - Current
- **Engineering Manager**, nShift AB, 2020 - 2022
- **IT Manager**, Hemtex AB, 2018 - 2020
- **IT Manager**, Eton AB, 2015 - 2018
- **Manager/dept. IT Manager**, DB Schenker AB, 2012 - 2014
- **CTO/Senior Software developer**, SciPark AB, 2007 - 2012
- **Mentor**, LBS AB, 2006 - 2007
- **Software developer**, Retriever AB/AS, 1999 - 2006
- **Computer game developer**, AMG AB/TV4, 1998 - 1999
- **Software developer**, Ulricehamns Kommun, 1997 - 1998
- **Software developer**, Consultant, 1994 - 1997

Preferred technologies

I enjoy working on projects ranging from low-level embedded systems, SoCs, SBCs, SaaS/IaaS/PaaS microservices and enterprise backend applications to WebGL and WebAssembly on the frontend.

- C, C++, GNU Toolchain, Assembly, Python, PHP, Rust, Golang
- Java, Scala, Kotlin, Groovy, Maven, Gradle, Spring, Struts, Hibernate, Tomcat, Wildfly, JBoss
- TypeScript, JavaScript, Node.js, Deno, Svelte, React, Angular
- PostgreSQL, MySQL, MariaDB, MongoDB, Cassandra, Redis, Elasticsearch, Hadoop
- Amazon Web Services, Google Cloud Platform, Heroku, Firebase, Docker, Podman, LXC, K8
- GNU/Linux, UNIX, BSD, macOS, Git, Bash, zsh, vim, GNU Core Utilities

Personal information

I was born in Sweden in 1978. I speak Swedish, English and Norwegian. I live in Borås with my wife, two children and a dog. My greatest passions in life are leadership and programming. I have been part of the demoscene since the late 80's and I like to contribute to free and open source software.