

Bartosz Kustra

QA LEAD · TEST AUTOMATION ARCHITECT · FULLSTACK ENGINEER

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Summary

QA Lead and engineer with 12+ years architecting test automation at scale across JavaScript and TypeScript stacks (Playwright, Selenium, Cypress). Built and led QA teams from the ground up, designed E2E, API, and accessibility frameworks adopted org-wide, and shaped test infrastructure – parallelization, CI/CD optimization, dashboards – that cut build times, reduced flake, and shortened developer feedback loops. Drive quality strategy, release coordination, and incident response across engineering orgs while running an AI-driven testing practice daily, using LLMs and agentic workflows to triage failures, generate tests, and accelerate framework migrations.

Work Experience

JIT Team

Gdynia, Poland

QA LEAD, PROJECT B (NDA)

Mar. 2026 - Present

- Led and mentored development teams in building scalable Playwright/TypeScript E2E and API suites, while driving test strategy across engineering and product and embedding quality early through requirements review and risk-based assessments.
- Acted as a hands-on contributor across UI and API automation, exploratory testing, and complex testing scenarios, staying close to the code while setting the quality bar for engineering teams.
- Optimized the test infrastructure CI/CD pipeline (GitHub Actions), achieving a 30% reduction in time-to-result and cutting infrastructure costs.
- Architected and built an end-to-end accessibility (a11y) testing framework with custom reporters, suppression mechanisms, legacy violation handling, and automated best-practices assessments.
- Built a daily test execution investigation agent that summarizes results, identifies affected areas, surfaces potential root causes, and highlights PRs likely responsible for failures.
- Created a suite of debugging scripts that pull the most relevant information from internal services and assets, dramatically accelerating triage of test failures.

JIT Team

Gdynia, Poland

QA LEAD, PROJECT A (NDA)

May 2025 - Feb. 2026

- Owned the Release Coordination process end-to-end, facilitating release calls, building codegens to automate deployment preparation, and introducing structured risk assessments to catch issues before production.
- Built a deployment readiness tool comparing intended versus actual deployments, providing clear visibility into what was scheduled and what was actually shipping to production.
- Introduced an incident response process and incident commander role, formalizing how teams handle production incidents, and used grouped root-cause analysis to drive targeted improvements in test automation and reduce recurring issues.
- Unified fragmented test repositories into a single codebase with one configuration, eliminating the overhead of maintaining multiple configs and plugins across teams.
- Built dynamic Testkube workflows enabling engineers to run tests on feature branches with custom configurations, specific files, and environment targeting; consolidated execution reports across all frameworks into ReportPortal dashboards with automated daily runs.
- Piloted AI-driven testing workflows leveraging LLMs and agentic tooling for failure triage, test generation from requirements, and accelerated framework migrations, demonstrating a practical path from deterministic pipelines toward agentic quality engineering.

JIT Team

Gdynia, Poland

TECHNICAL INTERVIEWER

Sep. 2025 - Present

- Designed comprehensive interview guides by analyzing job requirements against candidate resumes, crafting scenario-based questions, and mapping role expectations to an 11-area skills framework.
- Built live coding exercises spanning API testing, Playwright, Cypress, Robot Framework, GitHub Actions workflows, and SQL, tailored to each role's technical depth.
- Conducted 90-minute technical interviews including live coding sessions (Postman, Playwright, Pactum, Cypress, Robot Framework, SQL), problem-solving scenarios (flaky test debugging, CI/CD failures, production incidents), and soft skills and cultural-fit assessments.
- Authored evidence-based assessments scoring candidates across competency areas using an L1-L5+ leveling framework, identifying 2-3 strengths and growth areas backed by interview observations.
- Produced concise, recommendation-focused HR feedback documents alongside personalized, growth-oriented candidate feedback letters with actionable next steps.

Nym Technologies SA

Neuchatel, Switzerland

FULLSTACK SOFTWARE ENGINEER

Oct. 2024 - Mar. 2025

- Designed and implemented a modular pricing and checkout system using Next.js and TypeScript, with seamless integration across multiple payment providers including Stripe and native NYM cryptocurrency.
- Collaborated closely with product, design, QA, and engineering teams to deliver a fully functional payment system in just 1.5 months, accelerating the product launch timeline.
- Engineered a bespoke tax engine to calculate country-specific tax obligations, ensuring compliance and providing essential financial data for the accounting team.
- Integrated Strapi as a CMS for localization, streamlining content management and enabling effortless migration to a new Strapi-based website with minimal downtime.

Webflow

San Francisco, USA

SOFTWARE ENGINEER (SWE)

Oct. 2020 - Jul. 2024

- Built, maintained, and enhanced ShardSplitter, a service for test parallelization across multiple frameworks, significantly improving CI/CD performance and identifying flaky tests.
- Scoped, designed, and developed EagleView, a dashboard displaying test suite metrics using ShardSplitter data across all testing frameworks.
- Led the strategic reduction of flaky E2E tests, increasing software release stability and improving developer experience.
- Drove a 40-hour reduction in CI/CD build times per build (6000 builds/month) by migrating databases, amplifying ShardSplitter's and test infrastructure performance.
- Implemented Infrastructure-as-Code (IAC) using Pulumi, streamlining development and rollback processes for services.
- Mentored new team members, contributed to documentation, and introduced code coverage strategies to increase testing confidence and reliability across teams.

Webflow

San Francisco, USA

SOFTWARE DEVELOPMENT ENGINEER IN TEST (SDET)

Jun. 2019 - Oct. 2020

- Architected and maintained a custom in-house E2E testing framework (Cypress API) adopted org-wide, enabling a modular, scalable approach for translating QA test plans into automated tests.
- Collaborated with engineering teams to integrate automated testing into workflows, setting new quality practices and improving incremental feature development.
- Played a key role in shipping the Content Editor, addressing edge cases and resolving bugs, ensuring high quality and confidence in feature releases.
- Scoped and designed ShardSplitter, a service that improved test parallelization across the codebase, enhancing efficiency and reliability.

Webflow

San Francisco, USA

SENIOR QA SPECIALIST

Feb. 2018 - Jun. 2019

- Led the introduction of automated E2E testing using Cypress.io. Developed and maintained nearly 1000 E2E tests across 150 files, ensuring robust test coverage.
- Collaborated with Product Managers to establish proactive QA, delivering test plans before development and automating tests for each release.
- Successfully supported the launch of the Annotations Feature, which achieved full unit and E2E test coverage and remained bug-free for 7 years post-release.

Webflow

San Francisco, USA

QA SPECIALIST

Sep. 2015 - Feb. 2018

- First QA hire (employee #12), established and developed comprehensive QA processes.
- Recruited, hired, and mentored 2 QA team members, growing the team from the ground up.
- Played a key role in the successful release of multiple product features, including the launch of the Webflow CMS.

ŁuczniczQA

Bydgoszcz, Poland

IT MEETUPS ORGANIZER

Feb. 2019 - Feb. 2022

- Co-organized and facilitated QA meetups in Bydgoszcz, fostering a quality-focused community and expanding network opportunities.
- Supported speaker recruitment, coordinated venues, and ensured a welcoming and inclusive environment for all attendees.
- Promoted QA as a valuable and often overlooked branch of IT, helping individuals break into the industry by showcasing the importance of quality in software development.

Absysco

Bydgoszcz, Poland

TECHNICAL SUPPORT ENGINEER, QA ENGINEER

Oct. 2013 - Sep. 2015

- Created and executed test plans for both mobile and desktop applications dedicated to merchandisers, ensuring functionality and reliability.
- Provided first-line technical support, resolving user issues, handling device deployments, and collaborating with the engineering team to implement improvements.
- Designed and built the mobile application and its logo, contributing to the visual identity of the product.

Skills

Test Automation	Playwright, Selenium, Cypress.io, Webdriver.io, RestAssured, Pactum, Postman, Appium, Jest, Mocha, Allure, ReportPortal, BrowserStack, Testkube, JMeter, k6, API Testing, E2E Testing, Accessibility Testing, Cross-Platform Testing, Test Framework Development, Test Parallelization, Test Infrastructure, Flaky Test Management, Code Coverage Strategies, Manual & Exploratory Testing
AI-Driven & Agentic Testing	LLM-assisted test generation, AI-driven failure triage, agentic test workflows, prompt engineering for QA, Claude Code, Cursor, GitHub Copilot, multi-agent system prototyping for quality engineering
QA Leadership	Team Leadership (6–10 engineers), Hiring & Technical Interviews, Mentoring, QA Process Development, Test Strategy, Risk Assessment, Release Coordination, Incident Response, Root Cause Analysis, Quality Architecture, Cross-functional Collaboration, Public Speaking, Community Building
Languages & Development	JavaScript, TypeScript, Python, Node.js, React, Next.js, Express.js, REST API, OpenAPI, WebSockets, MongoDB, PostgreSQL, Kafka, Webpack, NX
CI/CD & Infrastructure	GitHub Actions, GitLab CI, CircleCI, Buildkite, Azure DevOps, Docker, Kubernetes, Kustomize, Pulumi (Infrastructure-as-Code), AWS (EC2, EKS, S3, DocumentDB, CloudWatch, Synthetics, Parameter Store), Google Cloud, NX Cloud, CI/CD Optimization
Collaboration & Tools	Git, GitHub, Jira, Confluence, Microsoft Teams, Figma, Documentation

Writing

What I Actually Look For When I Interview QA Engineers (And How You Can Prepare)

MEDIUM

Mar. 2026

The 3 Skills Gaps That Tank QA Automation Interviews

MEDIUM

Nov. 2025

Public Speaking

On-the-spot: using AI tools for quick task resolution

PYDATA BYDGOSZCZ

Bydgoszcz, Poland

Dec. 2023

Cypress API – modular test framework for Cypress.io

ŁUCZNICZQA

Bydgoszcz, Poland

May 2020

Cypress.io, part 2 – Page Object (anti?)pattern

ŁUCZNICZQA

Bydgoszcz, Poland

Jun. 2019

Introduction to Cypress.io

ŁUCZNICZQA

Bydgoszcz, Poland

Feb. 2019

Working at Webflow and the role of automation in QA

ŁUCZNICZQA

Bydgoszcz, Poland

Aug. 2018

Education

Wyższa Szkoła Informatyki w Łodzi

ENGINEER'S DEGREE IN COMPUTER SCIENCE

Bydgoszcz, Poland

Jan. 2010 - Dec. 2014

- GPA: EU 5/5, US A. Specialization in software development and databases.

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