

# TIM SPECHT

Denver, CO - tim@tim-specht.de

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Experienced Startup Executive & Founder with a strong focus on execution and building delightful customer experiences. Track record of leading and growing impactful engineering teams in fast-paced 0-to-1 and growth environments. Expertise in Mobile development, product strategy, and distributed systems at internet-scale. Successfully co-founded and exited Dubsmash, achieving over 250M installs and 160M users.

Engineering Leadership - Mobile Development - Product & Business Strategy - Team Building -  
Process optimization - Video & Media - Distributed Systems - Career Development - Forbes 30 under 30

## Work experience

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### Director of Engineering

Reddit / Denver (Remote), US

12/2020 – 12/2022

- Oversaw an engineering organization of 45 across the stack, emphasizing execution, strategy, and planning. Managed up to 5 Engineering Managers, including Senior Engineering Managers, while ensuring optimal hiring and budgeting practices.
- Championed the transformation of the video platform from beta to general availability, achieving a 400% surge in video viewership. This translated to over 5 million hours of daily content viewed by more than 25 million unique users across multiple platforms.
- Significantly enhanced video quality by reducing error rates by over 80% and improving start latency by 50%.
- Spearheaded the development and launch of innovative 0-to-1 products that transformed the user experience, including immersive and personalized video experiences, native video creation tools, a new Discover tab, and real-time feature observability tooling at scale.
- Collaborated with Ads and Business leadership to unlock next-generation media ad products, leading to a projected 8-figure revenue gain for the company.
- Initiated and managed key initiatives to establish modern architecture patterns, improve developer efficiency, and reduce cycle times, resulting in enhanced productivity and streamlined development practices for the organization's mobile platforms.

### Co-Founder & CTO

Dubsmash (acquired by Reddit) / New York (US), Berlin (Germany)

11/2014 – 12/2020

- Co-founded Dubsmash, a pioneering mobile video application celebrated by publications like NYTimes, Fast Magazine, and Tech Crunch for its work with underrepresented communities. Over 250M users worldwide across iOS & Android.
- Successfully exited with Dubsmash's acquisition by Reddit in December 2020.
- Strategized with Product & Business Development teams to secure \$25M in funding from renowned VCs (including Index, General Catalyst, Balderton, and Lowercase).
- Built & led a distributed engineering organization of 25, responsible for all areas of the stack, delivering billions of videos daily across hundreds of server instances in a cost-efficient yet scalable manner.

### Engineer & Technical Lead

Various Startups / Berlin (Germany)

09/2012 – 11/2014

- Spearheaded end-to-end development for diverse 0-to-1 projects, including real-time hardware integrations for Swiss Railways, interactive tablet-based education, and early-stage creator products.
- Built highly scalable applications with exceptional end-user experiences in mind, utilizing an array of programming languages, including Python, PHP, Objective-C, Java, and more.

## Education

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### BACHELOR'S DEGREE IN IT-SYSTEMS ENGINEERING

Hasso-Plattner-Institute, University of Potsdam / Potsdam, Germany

08/2014

## Skills

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**Programming Languages:** Swift, Python, Golang, Kotlin, Objective-C, Java

**Cloud & Infrastructure:** AWS, GCP, Kubernetes, Heroku

**Monitoring & Analytics:** Grafana, Prometheus, BigQuery, Looker

**Frameworks & Tools:** Django, React, NextJS, Langchain, Data Pipelines

**Development Practices:** Agile Development, Scrum, Kanban, CI/CD, ETL