



Evert Pot

Technical Leader

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SUMMARY

Software Engineer with over **20** years of experience. I've been a tech lead at large corporations,, repeat (co-)founder, member of several standards boards. My open source packages have combined been downloaded over **230 million** times.

EXPERIENCE

vlt.sh, Toronto - *Staff Software Engineer*

OCTOBER 2025 - NOW

- Built a scalable mirror of the NPM registry.
- Architect and lead the build of a private registry product.
- Helped a struggling team to get focus and streamline engineering projects and introduce product meetings.
- Helped kick off the SOC2 compliance process.
- Technology used: Typescript, Node, Hono, AWS (ECS, Cloudfront, Lambda, others), Github Actions, Postgres/Neon, Cloudflare

Sprout Family, Toronto - *CTO / Founding Engineer*

SEPTEMBER 2023 - OCTOBER 2025

- Help bootstrap a new startup in the Fertility Benefits space from rough idea, to functioning product and engineering team.
- Built and refined software architecture, engineering and devops processes from scratch, as appropriate for the stage of the business.
- Lead and completed SOC2 Type II compliance process.
- Created a hiring process and onboarding which was also used in other parts of the business.
- Integrated with external systems using SAML.
- Technology used: Typescript, Node, Koa, OAuth2, SAML, Github Actions, SQL

Bad Gateway, Toronto - *Founder/Software Architect*

MARCH 2019 - FEBRUARY 2023

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- Founded digital/software development agency in 2019 and grew to 8 employees.
 - Clients included media companies, financial institutions such as WealthSimple, the city of Toronto and lots of start-ups.
 - Responsibilities included running the company, as well as working with clients to determine scope, architecture for our projects and in several cases also hands-on coding and leading projects.
 - Developed a repeatable process for clients from the initial conversation to pricing to the software development process and CI/CD deployment strategy.
 - Developed a financial business model allowing pricing strategy to be fully data-driven.

Technology used: Typescript, Node, React, AWS, Python, OAuth2, WebSockets, SQL.

OrderUp, Toronto - *Technical Advisor*

SEPTEMBER 2020 - APRIL 2020

At OrderUp I helped the engineering team develop processes, work through technical issues and help architect their system through inception until their eventual acquisition by WealthSimple.

Technology used: Typescript, Node, React, AWS, OAuth2, WebSockets, SQL.

Ascendant Digital, Cayman Islands/Toronto - *Software Engineer*

JUNE 2018 - MARCH 2019

- Designed and built a system for crypto trading for a private investment firm.
- Had to gain domain knowledge about accounting around trading various financial instruments including options and margin trading for reconciliation and audit purposes.
- Developed a process for employees to securely handle secrets such as wallet keys using Shamir's secret sharing algorithm, encrypted VMs and hardware keys.
- Note: While I am proud of what I've built here I'm no longer a proponent of crypto/blockchain/web3 on ethical grounds.

Technology used: Typescript, Node, React, AWS, SQL, Google Sheets integrations,

Yelp, San Francisco, USA - *Lead Engineer*

SEPTEMBER 2016 - MAY 2018

- Originally I joined a company 'Turnstyle', in Toronto but a few months later the company got acquired by Yelp and which led to our entire team to move to San Francisco.
- At Yelp I became a tech lead for a larger team (15).
- I helped onboard the new team to our product, while simultaneously helping integrate our code-base into Yelp's larger infrastructure.
- Introduced an Agile-like process to the team.
- Participated in company-wide discussions about technology and infrastructure.

Technology used: Node.js, Javascript, Flow (and some Typescript), Ember, REST, HATEOAS, Docker, Paasta.

Fruux, Germany/UK - *Co-Founder / CTO*

DECEMBER 2011 - JANUARY 2016

- In 2011 I co-founded a company in Germany. This company would use and commercialize open source software I had been working on since 2007.
- The software was an implementation of the CalDAV, CardDAV and WebDAV protocols, which are the core protocols behind Calendar and Address Book synchronization, and also allows for scheduling and group collaboration.
- During my tenure I've also joined the CalConnect calendaring standards consortium where I collaborated with (among others) Apple, Google, Oracle and Microsoft engineers to further increase interoperability and collaboration surrounding these protocols.

Technology used: CalDAV, WebDAV, CardDAV, iCalendar, PHP, Silex, SabreDAV, MySQL.

Ibuildings, Netherlands - *Senior Software Engineer*

JUNE 2011 - JULY 2012

Ibuildings was a software development agency of about 100 engineers in the Netherlands with offices in the UK and Italy.

- Helped migrate one of Ibuildings largest customers from an outdated code-base to a new framework.
- Introduced the API-First + Fat Javascript client idea to the company as a new way to build web applications, and trained other developers on using this model through a series of presentations. (Several years later that would become the most common way of building web applications and got a rebrand to 'SPA').
- Worked on the largest dutch news website (nu.nl), at 7 million unique visitors per month, running on surprisingly modest hardware due to most of the site being statically generated.

Technology used: PHP, MySQL, YUI3, Javascript.

Filemobile, Toronto - *Lead Engineer / owner*

AUGUST 2006 - AUGUST 2009

- Joined Filemobile and moved to Toronto after contracting for a year, and became the lead developer.
- Hired and managed new software engineers.
- Designed a platform for allowing media companies to build social media campaigns, with features for video transcoding, social media, contests and moderation. This System was in use by several top Canadian broadcasters, including CBC, CTV, Much and Globe and Mail.
- Built a clustered transcoder engine using FFMpeg.
- Built the backend for a video editing system, allowing users to stitch multiple clips together and add different layers of audio. The system would use the full edit decision list and generate a new video.

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- Reverse-engineered and open-sourced the proprietary binary AMF protocol used by Adobe/Macromedia Flash and other Adobe/Macromedia products. I believe I was the first to have an open source AMF3 implementation.

After August 2009 I stayed for another 5 years as a technical advisor.

Technology used: PHP, MySQL, FFMpeg, SoX, Flash, Wowza Media Server, S3, EC2..

Collab, Netherlands - *Senior Web Developer*

2004 - 2006

Collab was a small Dutch digital agency. We were somewhat early with Video on the web and built real-time video chat systems and transcoding engines.

- Worked on innovative cutting edge systems for large dutch media companies such as NOS, BNN, Telegraaf/Speurders.nl, EasyConcepts, Netmasters and UDC/Dancevalley, usually on features where their own tech teams did not have the appropriate in-house knowledge.

Technology used: PHP, MySQL, FFMpeg, Flash, Flash Communication Server.

V/D Veer, Netherlands - *Application Developer*

2004

- Interned at a dutch car rental company
- Built a car inventory system to replace their paper records.

Technology used: Delphi, Interbase.

DIGITAL AGENCY PROJECTS

- **CTV - Canadian Idol** - Online audition system.
- **CBC** - Contest for finding the new 'Hockey Night In Canada' song.
- **Ctvolympics.ca** - Moderation system for user-generated content for the 2010 Olympics.
- **Comedy Channel** - "Upload yours" (application that lets users upload their own comedy) "One Week (2008)" movie website.
- **CBC - Hockey Night in Canada** - Created a flash-based movie editing system that let users create their own highlight reels with music. The backend system I ade too the users' an EDL (edit decision list) and created mp4's.
- **Weather network** - User-generated content system for submitting local whether
- **CP24** - Citizens journalism site.
- **Much Music** - 'show me yours' website to allow viewers to ask guests questions.

Further in the past, I've also built a WAP-based mobile video upload system that was used at 2 music festivals (Virginfest in Toronto, and Dance Valley in The Netherlands) This was in 2005, and people were still uploading 320x240 3gpp videos from their Nokias. These videos would go in a moderation queue and displayed on big screens at these festivals.

SPEAKING EXPERIENCE

- Apidays New York 2021 - Introduction to HATEOAS with Ketting. [video](#)
- TorontoJS, August 2020 - Building a Promise from scratch [video](#)
- React + Native Toronto - 2020 - Using Ketting with React.
- Midwest PHP 2017 - Minneapolis, USA: Promises and Generators. [slides](#)
- True North PHP 2016 - Toronto, Canada: Introducing sabre/dav.
- True North PHP 2016 - Toronto, Canada: Making CSS fun again with Sass. [slides](#).
- PHP Meetup, September 2016 - Toronto, Canada: Go for PHP programmers. [slides](#)
- True North PHP 2015 - Toronto, Canada: Promises & Generators. [slides](#)
- OwnCloud contributor conference 2015 - Berlin, Germany: sabre/dav and Promises & Generators.
- Dutch PHP conference 2012 - Amsterdam, Netherlands: Backbone.js.
- Dutch PHP conference 2011 - Amsterdam, Netherlands: RESTful web services.
- PHPBenelux Meetup 2011, Amersfoort, Netherlands: Integrating WebDAV in PHP applications.
- Flash In The Can 2007, Toronto, Flash Video LiveCycle: From User To Delivery.
- FlashInTO 2007, Toronto, Video conversion with FFMpeg.

AWARDS

- Best developer of the year - Canadian New Media Awards 2008

STANDARDS WORK

- Former member of the PHP Framework Interoperability Group <http://php-fig.org/>. Contributor to various PHP standards.
- Member of CalConnect, the Calendaring & Scheduling Consortium. Currently working on several documents that hopefully will become IETF RFCs.

IETF drafts:

- [draft-ietf-httpapi-authentication-link](#) (2019-2023)
- [draft-pot-json-link](#) (2020-2019)
- [draft-pot-prefer-push](#) (2019)
- [draft-pot-webdav-notifications](#) (2014-2016)
- [draft-pot-caldav-sharing](#) (2016)
- [draft-pot-carddav-sharing](#) (2016)

OTHER PROJECTS

I've been an active blogger since 2006 where I've written over 400 articles: <https://evertpot.com/>

I'm an organizer at [Toronto JS](#), a well known organization in the Toronto tech scene, which holds around 3 javascript-focused events per month.

Built and maintained dozens of open source projects, a selection:

- A structured field parser: <https://www.npmjs.com/package/structured-headers>
- OAuth2 client for Javascript: <https://www.npmjs.com/package/@badgateway/oauth2-client>
- A HATEOAS client for Javascript: <https://www.npmjs.com/package/ketting>
- A OAuth2 server: <https://github.com/curveball/a12n-server>
- A javascript framework: <https://curveballjs.org/> (maintenance mode)
- A framework for PHP to build CalDAV, CardDAV, WebDAV applications: <https://sabre.io/> (stepped down a few years ago).

