

Ettienne Botha

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Portfolio: <https://telbot.cc>

EXPERIENCE

SUSO PL, Poland— Head of Research & Development (Promoted)

FEBRUARY 2026 -PRESENT

Promoted to Head of Research & Development, taking overall responsibility for the company's R&D function and a team of 4 developers. Lead the development of multiple concurrent projects across 8 departments, with a strong focus on AI-driven automation, internal tooling, and workflow optimisation.

- Lead and manage the Research & Development team, overseeing project planning, technical direction, task allocation, mentoring, and delivery.
- Define project scopes, technical requirements, architecture, and implementation strategies for new systems and features.
- Oversee multiple concurrent projects supporting different departments and business functions across the organisation.
- Lead the development of AI Agents designed to automate repetitive operational tasks, as well as more complex research-focused agents capable of handling knowledge-intensive workflows.
- Research, evaluate, and implement emerging AI technologies and LLM platforms, including OpenAI, Anthropic/Claude, Gemini, Grok, and Perplexity.
- Remain hands-on with software architecture, development, technical problem-solving, code reviews, and implementation of complex systems.
- Design and maintain development, staging, and production workflows, ensuring appropriate review and testing processes before production deployment.
- Manage and maintain server infrastructure and oversee technical maintenance of production systems.
- Drive the development of internal software platforms used by approximately 50 users and 120 clients, with 12+ third-party integrations.
- Identify opportunities to automate internal processes and improve operational efficiency through software engineering and AI.
- Collaborate with stakeholders across departments to translate business requirements into scalable technical solutions.

SUSO Digital, Remote— Senior Software Development Manager (Promoted)

OCTOBER 2024 - JANUARY 2026

SUSO Digital, Remote— Software Development Manager (Promoted)

JANUARY 2024 - OCTOBER 2024

With this promotion, I was made the Software Development Manager of our Research and Development team. My role required me to manage the development aspects of the team, set up scopes for new projects and features, assign projects within the team, and do code reviews before any code went to our production server.

ABOUT ME

I am a creative and motivated programmer, continuously striving to improve my projects through optimized, clean, and consistent coding standards.

I enjoy a challenge, learning new skills, refining old ones, and expanding my expertise. Looking forward to connecting with you!

TECH STACK

Laravel

- Version 5/8/10/11/12/13
- Vapor (Serverless)

Vue.js

- Version 2
- Version 3

Databases

- MySQL
- NoSQL
- PostgreSQL

AWS

WordPress

Cloudflare

Plesk

Digital Ocean

Cloudinary

Pusher

PHP

- V7
- V8

AI Integrations

AI Frameworks and Orchestration

LANGUAGES

- English - Native
- Afrikaans - Native
- German - Novice
- Polish - Novice

HOBBIES

- Magic: The Gathering
- Tabletop RPGs (D&D, Shadowrun)
- Computer/Switch Games

EDUCATION

Namib High School, Namibia

I was also placed in charge of managing our servers and doing routine maintenance. I set up a staging environment for our major projects as an intermediary step before the code was submitted for review.

— NQF 4 Certificate
2008 - 2012

SUSO Digital, Remote— Senior Web Developer (Promoted)

JUNE 2023 - JANUARY 2024

SUSO Digital, Remote— Web Developer

NOVEMBER 2022 - JUNE 2023

SUSO is a white-label SEO Agency based in the UK and Poland. Here I have had the opportunity to work on many client sites which were mainly built in WordPress, as well as handling internal development of company tools and sites.

- Internal Project Development
 - Survey System (Laravel)
 - Whitelabel Reporting System (Laravel + Vue) integrated with:
 - Ahrefs
 - Google Search Console
 - Google Analytics
 - Google Tag Manager
 - Majestic SEO
 - SERP Robot
 - SEMRush
 - Building & Maintaining existing WordPress Sites
 - Company CRM/ERP to manage (Laravel + Vue):
 - Company Overview
 - Clients
 - Tasks - Including automations
 - Multiple AI Integrations
 - Automated Website Classification
 - User Time Tracking
 - Team Capacity
 - Freelancer Portal to allow freelancers access to certain tasks in our ecosystem
 - Affiliate Dashboard to allow affiliates to keep track of their referrals and commission
- Worked on 50+ Client Sites
 - CWV improvements
 - Elementor
 - Oxygen Builder
 - Beaver Builder
 - Custom Gutenberg Blocks
 - Custom Functions

Buddy Industries, Namibia — Web Developer

AUGUST 2019 - NOVEMBER 2022

Buddy Industries is the first of its kind in Namibia and has been a fantastic environment for me to broaden my range of knowledge. I have had the opportunity to develop and guide multiple mobile applications and websites to completion. Buddy Industries is pioneering Namibia's first true super-app, providing users with an online business directory, an e-commerce platform, a marketplace, a voucher system, and a chat center.

I have also been instrumental in launching a business management mobile application that includes a point of sale system, order management, stock keeping, payments, rewards, printing, and automated reporting.

- Website development for content management system
 - Managing more than 2000 businesses
- Built REST APIs for various projects - **Laravel**
 - E-commerce
 - 250+ orders per month

- Accommodates Mobile App and Website
 - 12,000+ active products
 - Dynamically built to support variants (e.g. small, medium, large) and modifiers (e.g., Add a side and/or a drink) on each product
- Point Of Sale
 - 200+ active devices
 - 350+ businesses
 - Stock keeping and margin calculation
 - X/Z Reports with the automated end-of-day emails
 - Processing payments via QR codes, cards, and cash
- Directory
 - 600+ businesses
 - Operating Hours, Contact Information, Menus, Reviews, Contact Forms, Locations
- Mobile Applications
 - Built the APIs for 5 mobile applications
- Database Management - **MySQL, NoSQL, MariaDB**
 - Writing migrations
 - Implementing polymorphic tables
 - Writing situation-specific queries
- Front-End Website Development
 - **HTML**
 - **CSS**
 - **Javascript (Vue.js)**
- Code review, unit testing, and optimization
- Incorporating open-source projects

West Coast Software, Namibia — *Junior Developer*

FEBRUARY 2018 - JULY 2019

I helped to build and maintain a fleet management system for a trucking company, as well as being the on-site IT support technician. I was responsible for developing a workshop management module. This ensured that the trucks were well maintained and accelerated vehicle servicing via automation of quote requests and easy approval of orders.

I also built additional features on request to enable ease of use for the Operations, HR, and Admin departments through front-end application development and the implementation of REST APIs.

- Windows application - **Xojo, SQLite**
 - Maintained and improved transport company tracking software
 - Implemented workshop management module
 - Updated HR module
 - Maintained money management module
 - Worked on Operations module
- REST APIs - **PHP**
 - Added, maintained, and improved
- Database Management - **MySQL**
 - Created and modified tables as we expanded
 - Indexed and linked foreign keys
- On-site IT Technician

REFERENCES

Andrew Oleksik, Managing Director -SUSO Digital

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Jakkie Van Der Walt, Owner – West Coast Software

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