

Michel Weksler

mweksler@gmail.com * San Francisco, CA

Ex-Google, Ex-Airbnb, Ex-Paypal. Seasoned senior leader and team player with over 30 years of software engineering experience, with the past 10 in senior and executive leadership and management roles.

Experience

Owner and CEO - Bablooka Consulting LLC

San Francisco, CA 2022 - present

Founded a boutique consulting practice supporting startups and growth-stage companies with deep technical and organizational challenges.

- Provide fractional executive leadership (CTO, VP Eng) and hands-on coaching for engineering teams.
- Help companies improve engineering practices through scalable architecture, test coverage, CI/CD pipelines, and code quality processes.
- Advise fintech startups on payments architecture, compliance, fraud prevention, and integrations with banks, processors, and card networks.
- Support investors and founders with technical due diligence for funding rounds and acquisitions.
- Lead hiring and promotion process redesigns to support diversity, equity, and inclusion without compromising technical standards.

Vice President of Engineering - Resourcify

San Francisco, CA and Berlin, Germany - 2022 – 2024

Leading an engineering team in a startup operating in the recycling business in Germany and beyond. Working closely with the CEO as part of the senior leadership team.

Stabilized the engineering team by creating processes that stress best practices, reduction of tech debt and increased accountability and visibility for the team with upper management.

Built a management structure - hired managers and ICs as well as promoted internal candidates - to set the team up for growth and sustainable execution of business requirements.

Oversaw several key technical decisions as the ultimate tie-breaker.

Led the effort to migrate the hosting environment to Google Cloud.

Principal Engineer, Payments - Airbnb

San Francisco, CA - 2014 – 2022

Lead engineer responsible for all of the technical work of the payments team which was roughly 200 engineer strong by 2022.

Designed and built Airbnb's core payments processing system, established many software quality best practices and processes, and provided mentoring and guidance to other engineers.

Advisory Committee Representative for Airbnb - World Wide Web Consortium (W3C)

San Francisco, CA - 2016-2022

Represented Airbnb in the W3C and participated in the Web Payments Working Group working on the Web Payments standard.

Senior Software Engineer, Payments - Google

San Francisco, CA - 2010 – 2014

As part of the payments team, worked on the early version of Google Pay (then known as Google Wallet) - focusing on over-the-air provisioning of credit cards to phones with security chips ("secure element").

Led a 20% project that created a "users nearby" feature for social and payments use cases, using wifi, cellular, sound and other ambient signals in a privacy protecting way.

Director of Engineering - causes.com

Berkeley, CA - 2009 - 2010

Causes (causes.com) was a facebook application that used social networks to facilitate information sharing and fundraising for various causes. As Director of Engineering reporting to the CEO, I oversaw and led software engineers and site reliability engineers in new feature development, maintenance of existing code and upkeep of the production infrastructure.

Senior Architect - Progress Financial (progressfin.com)

Mountain View, CA — 2008

Senior Architect in a financial services company serving the underbanked Latino population, reporting to the VP of Technology.

Lead projects to improve the financial system used by the company. Transitioned workflows from paper based to digital media (scanning).

Played a key role in designing the future architecture of the systems driving the company,

including build/buy decisions. Worked extensively with MySQL, Apache and Ruby-on-Rails on linux, in virtual hosting environments.

Director of Engineering - Playcafe

Redwood City, CA — 2008

Director of Engineering in a small startup in the online video and casual gaming space, reporting to the CTO.

Coding, design and SRE work using Python/MySQL on linux in Amazon AWS.

Engineering Manager & Architect - PayPal

San Jose, CA, 2003 – 2007

Lead expansion projects into the UK, Germany, Australia and Europe, as well as infrastructure for localizing PayPal, such as UTF-8 and better address verification.

Built features for the PayPal system and lead project teams, in a C++/Linux environment: From 2006 and on, Manager of a team of 15 developers delivering software to expand PayPal's footprint globally and allow it to meet complicated regulatory climates.

Engineering Manager - Avaya Communication

Tel Aviv, Israel, 1998 – 2002

Led a team of software engineers providing infrastructure for building network management applications in the network management group using object oriented design methodologies.

Software Engineer - Digit Scroll

Nes Ziona, Israel, 1994

Coded in a small startup developing tools for creating electronic books for field engineers - coded a large database-oriented GUI application in MFC-C++. Participated in many customer site meetings, demos and beta installations.

Tank Commander - Israeli Defense Forces

Israel, 1989 – 1993

Led tank crews through training and military action. Directed a 3 months advanced tank training course.

Education

Presidio School of Management, San Francisco, CA — MBA Sustainable Management, 2008

Hebrew University of Jerusalem, Jerusalem, Israel — B.Sc Computer Sciences & Psychology, 1998

Skills

30 years of software engineering

5 years executive management of engineering teams

Payments industry veteran with extensive knowledge of payments systems around the world

Great communication skills. A team player with a “can-do” attitude.

Creative thinker, extensive experience in design, architecture and implementation of complex, large scale production systems, mostly focused on online payments and fraud prevention.

Authored 7 [patents](#):

- Method and system to utilize a user network within a network-based commerce platform
- Systems and methods for facilitating lending between two or more parties
- Generating and using ephemeral identifiers and message integrity codes
- Methods, systems, and media for presenting requested content on public display devices
- Methods, systems, and media for presenting advertisements relevant to nearby users on a public display device
- Verifying a secure connection between a network beacon and a user computing device
- Securing a wireless mesh network via a chain of trust

Referrals

Referrals available upon request.