Zan Baldwin

Senior Software Engineer: PHP · Symfony · APIs

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UK citizen · NL permanent resident

Senior backend engineer with 16 years of PHP and more than 10 years of Symfony. I design and build APIs, and I own features from specification to production. Background in package infrastructure (Packagist), payments and fintech (PCI-DSS), and health data (GDPR, ISO 27001). Symfony certified, SymfonyCon keynote speaker, and maintainer of an open-source library with 2M+ installs. Strongest in systems where correctness is non-negotiable.
I have worked in office, hybrid, and fully remote teams across time zones. I lead by coaching, code review, and clear conventions, and I stay hands-on in the code.

Skills

php:	PHP 8 · Symfony 7 & 8 · Symfony certified · Doctrine · API Platform · Composer · GraphQL · REST · OpenAPI · OAuth · asynchronous messaging · DDD · TDD/BDD · PHPUnit · Behat · PHPStan/Psalm
data:	PostgreSQL · MySQL/MariaDB · SQLite · Redis · Elasticsearch · RabbitMQ
infra:	Linux · Docker/Podman · GitLab CI/CD · AWS · Kubernetes
practices:	software architecture · API design · code review · documentation · mentoring · debugging & profiling · agentic development
rust:	Tokio & structured concurrency · applied cryptography · sealed typestate design · streaming I/O
languages:	English (native) · Dutch (beginner)

Experience

WeDevelop · Senior Symfony Engineer

December 2023–Present · Apeldoorn, Netherlands

PHP/Symfony · API Design · Documentation, Architecture and Guidelines

Software agency. Backend lead on client projects, from specification to production.

- Owned the backend of a course registration platform end to end, from client discovery sessions and the OpenAPI specification to production: enrolments, payments (Mollie, Stripe), and administration, processing ~500 applicants and €250K in revenue in the first 6 months.
- Built a data aggregation API caching ~30K monthly inventory and pricing changes across ~10K products from Microsoft Dynamics 365 Business Central, reducing upstream API load and providing endpoints for downstream consumers.
- Established the API-design and code-review conventions used company-wide.
- Part of the team that patched ~100 client servers across AWS and Hetzner within 24 hours of a wave of critical PHP vulnerabilities (including PHP2Shell), using AI agents as an independent auditor and penetration tester to verify each server after patching.

Packagist · Senior Software Engineer

March 2022–December 2023 · Berlin (Remote)

PHP/Symfony · Platform Engineering · Code Hosting & Distribution

Maintained and extended the PHP ecosystem's central package registry.

- During my time, the registry took in ~1M new packages/versions and served ~50 billion installs.
- Built Composer audit API endpoints and integrated security advisory tracking into the package distribution pipeline, strengthening PHP software supply chain security.
- Designed and built security-sensitive features including multi-factor authentication, organisational token management, and audit logging.
- Built a Team Management API from specification to implementation: OpenAPI design, permissions model, unit and integration test coverage.
- Identified and resolved race conditions in package synchronisation and entity persistence, on a platform that relies on pre-computation, caching, and queues.
- Created the project's containerised development environment from scratch, standardising onboarding and replacing fragile manual setup.

SmarterQueue · Lead Symfony Developer

2020–2022 · Vancouver → Netherlands (Remote)

PHP/Symfony · GraphQL · Social Media APIs · Docker

Hired to lead a team of 3–5 on the rewrite of the legacy product into a Symfony/GraphQL application.

- Designed the application architecture: domain modelling, service boundaries, and data layer design for a GraphQL backed platform.
- Improved both speed and memory performance of the legacy product up to 50 times via xhprof profiling.
- Enforced and maintained 100% test coverage (CI-gated) across the GraphQL API.

Intergalactic Agency · Lead PHP Developer — 2019–2020 · Vancouver, Canada

PHP/Symfony · OpenAPI · DevOps & Docker · Deployment Strategies

Lead PHP developer for in-house and client projects, both new and legacy, including: BC Liquor, Mental Health Commission Canada, Palo Alto, Eventbase, Sundance Film Festival.

- Upgraded internal source control and added automated upgrades and backups for company infrastructure spread across multiple continents.
- Replaced manual release processes with automated CI/CD and containerised deployment, reducing company expenses and developer time.
- Ran the platform for Palo Alto's annual conference on a single server, down from the three originally scoped, with zero downtime across the event.

CarePlanner Ltd · Senior Software Developer — 2018–2019 · Bristol, England

PHP/Symfony · RESTful APIs · SaaS · Data Protection · GDPR

Built a RESTful API platform from scratch for a SaaS provider in the home-care sector.

- Kept the developer teams compliant with ISO 27001 and GDPR while storing and handling health and medical data of vulnerable individuals.
- Built the integration APIs that brought two external companies and a local government authority onto CarePlanner's platform.
- Coached a Drupal 7 development team of 3 on Symfony framework from scratch.

BaseKit Platform · Software Engineer — 2015–2018 · Bristol, England

PHP/Symfony · B2B · DevOps & Docker · Sysadmin · Behat

Worked on the backend of a global B2B site-building SaaS platform and its supporting projects.

- Migrated a multi-million-line codebase from PHP 5.x to 7, rewriting several legacy parts that blocked the upgrade.
- Added behavioural (Behat) test coverage on top of the existing unit tests in the CI pipeline, so that builds could be deployed with confidence.

Nosco Systems · Lead Technical Developer — 2012–2015 · Pontypridd, Wales

PHP · Fintech · PCI-DSS · Legal & Regulation · Sysadmin · Mentorship

Developer for a cloud-based digital debt and loan management application, and supporting software/hardware.

- Worked under PCI-DSS constraints on credit-card acceptance and credit-report data for personal loan products.
- Deployed the software to both cloud-based servers and in-store shop kiosks, with bottom-line accountability for the company's infrastructure.
- Led and mentored teams, both in-house (2 developers) and remote (Bulgaria; 3 developers), including travelling to provide training.

(2 more positions between 2010–2012)

Community

speaking: Closing keynote of SymfonyCon Amsterdam 2019 ("One Year of Symfony", co-presented with Symfony lead developer Nicolas Grekas); technical speaker at Symfony conferences. Speaker, panellist, and CfP selection committee member at Dutch PHP Conference.

open source: Author and maintainer of darsyn/ip since 2015 (2M+ installs). Code and documentation contributor across the PHP ecosystem, plus "soft" contributions: Codes of Conduct, team coordination, and moderation.

mentoring & inclusion: Member of Symfony's CARE team (code-of-conduct incident response) and Diversity Initiative guidance team. Mentoring junior developers, meetup organiser, and UK charity committee-board member.

Projects

darsyn/ip — PHP · 2M+ installs · ~35k/month · github.com/darsyn/ip

Author and maintainer since 2015. IPv4, IPv6, and CIDR arithmetic with no dependencies, aligned with the IANA special-purpose registries. Verified by ~6k tests across eleven PHP versions (7.1–8.6), under strict SemVer and static analysis.

zanbaldwin/atshield — Rust · library + CLI · github.com/zanbaldwin/atshield

A tamper-detection tool for AT Protocol (Bluesky) decentralised identities. Independently re-verifies an identity's full history: every hash, signature, and key change. Validated against the official protocol test vectors. Published on crates.io.

zanbaldwin/rawr — Rust · 11-crate workspace · github.com/zanbaldwin/rawr

An offline archival tool that catalogues downloaded web fiction, tracks versions, and renders works to PDF for e-readers. Content-addressed storage with local and S3 backends, async streaming (Tokio), and a catalogue that can be rebuilt from the archive files.