

# BENJI WEBER

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## SUMMARY

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Experienced technical startup exec leader across Cybersecurity, AdTech, Fintech. Experienced scaleup journey from 10 to 1500 people. Built & led divisions of over 100 people, responsible for over \$100m ARR.

Breadth of leadership experience from people management at scale, to technical and product strategy, to hands on technical skills; capable of contributing to design and operation of systems at considerable scale; still hands on & grounded in detail through side projects and early stage startup experience.

A track record of building effective teams of teams, and transforming under-performing teams into those whose habits have multiplied impact and created exceptional engineers.

## LEADERSHIP SKILLS

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<b>Executive Team</b>	Served on executive teams
<b>Management</b>	Experienced manager of directors, managers, and engineers. Building and coaching mission-focused teams and teams of teams. Rapidly grown teams for multiple organisations. Scaled software engineering practices and processes.
<b>Customers</b>	Supported sales teams in landing and retaining key deals, and turning around unhappy customers into advocates.
<b>Product</b>	Shaped product strategy, MVPs, hired product leaders and managed product teams.
<b>Facilitation</b>	Facilitated many workshops and group sessions for large groups. e.g. planning, design, retros, vision alignment, domain modelling, business strategy mapping.
<b>Lean Startup</b>	Launched new products at early stage startups. Applied extreme programming and lean approaches to swiftly find product market fit.
<b>Speaking</b>	Presented at conferences including JavaOne, Devovx, Agile on the Beach, Pipeline.

## TECHNICAL SKILLS

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<b>Coding</b>	Deep knowledge of Java features, including performance tuning for scale. Hands on capability in many languages including JS/TS, C#/.net, Python.
<b>Linux</b>	Over 25 years experience with Linux based systems. Founding member of openSUSE.
<b>Infrastructure/Ops</b>	Built and run systems on AWS, GCP, & Azure. Established incident response processes scaled to hundreds of engineers, with a healthy culture of automation and observability
<b>Data Systems</b>	Built data processing systems to ingest and make terabytes of daily data reportable. Experience with many of databases with particularly deep knowledge of Postgres and analytical columnar databases such as Athena/BigQuery/DuckDB.
<b>Security</b>	Led division responsible for Snyk's Security R&D for over a year. Coordinated engineering response to help customers respond to high profile vulnerabilities such as log4shell.
<b>Web Architecture</b>	Scaled systems to 100k+ requests/second and billions of events/day at high reliability
<b>Practices</b>	Experienced with and built highly effective teams practising pair and ensemble programming, test driven development, shipping code to production multiple times a day safely. Spoken at industry conferences about Continuous Delivery. Contributed to a book 'Build Quality In'. Helped teams tackle continuous delivery challenges at scale.
<b>Side Projects</b>	Contributed openSUSE 'One Click Install' capability as well as building & running a Linux package search 'webpin' for several years. More: <a href="https://github.com/benjiman">https://github.com/benjiman</a>

## EMPLOYMENT

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**Employer** **Mindgard** (Enabling customers to build and deploy AI powered systems securely)  
**Role** VP Engineering  
**Period** February 2024–Now

Engineering and Product Leadership for seed stage startup. Evolving a university spinout tech for adversarial machine learning into an MVP for security teams to manage risk posture, and then finding Product Market Fit. Hiring, coaching, hands-on pairing, supporting a breadth of functions as needed from sales & marketing to fundraising.

First six months from zero to thousands of users, and on to paying customers.

**Employer** **Snyk** (Empowering developers to build secure software)  
**Role** Senior Director of Engineering  
**Period** November 2019–Dec 2023

Served on the R&D leadership team throughout.

Grew the Snyk Open Source team from 12-50. Led the division comprising Snyk's Security, SCA, and SAST capabilities, growing up to c. 100 through organic hiring and acquisitions; direct reports of 3 directors. Created platform reliability engineering team.

**Employer** **Pocket** (Current Account for Financially Underserved)  
**Role** VP Engineering  
**Period** September 2018–October 2019

Served on Pocket's Executive team as the most senior technologist in the business. Strategy, management, technology/architectural oversight, and internal IT/infosec. Built up the engineering teams and culture. Improved tech security, reliability, cost effectiveness.

**Employer** **Unruly** (Programmatic Video Ad Platform)  
**Role** SVP Software Development (Prev: VP, Team Lead, Senior Developer)  
**Period** November 2009–August 2018

Served on Unruly's Executive team. Accountable for tech vision, strategy supporting business transition to a programmatic supply side platform following acquisition.

Leading a Product Development & Technology team of 10 teams in partnership with the CTO & SVP Product. Managed senior technical staff (Data Science, UX, SRE, Arch).

Scaleup journey of 10-300+ people, 0-\$50m revenue. Technical highlights:

- Scaled our ad serving platform alongside rapid company growth
- Built a data warehouse for on demand reporting across billions of events
- Adapted an automated micropayment system to new business models
- Built new mobile/desktop ad formats
- Integrated technology from an acquisition

**Employer** **Reed Business Information**  
**Role** Software Developer  
**Period** July 2006–July 2007 and September 2008–October 2009

Built system for PCI compliant payments, Salesforce Integration, and enterprise tooling.

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## EDUCATION

**Location** **University of Warwick**  
**Achieved** BSc 2.1—Computer Science with Intercalated Year in Industry  
**Period** September 2004–July 2008

Final year project was a web based system for software management across diverse infrastructure. Contributed to various free software projects alongside studies.