

# BENJI WEBER

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An experienced and commercially-aware technical leader & generalist software developer. Has a record of building and nurturing teams that deliver value rapidly and sustainably. Conference speaker and blogger on Java and Extreme Programming.

## LEADERSHIP SKILLS

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<b>Executive Team</b>	Represent software engineering & technology on executive teams
<b>Leading Teams</b>	Over 5 years experience leading Extreme Programming teams. Accountable for the team fulfilling its responsibilities. Ensuring clarity and alignment towards goals. Ensuring the team has the skills needed to reach their goals.
<b>Growing Teams</b>	Interviewing candidates. Establishing, sharing, and improving interview practices. Helping new people integrate. Seen through team growth by from 3 to 80 people
<b>Facilitation</b>	Facilitating workshops and group sessions for large groups. e.g. planning, design discussions, retrospectives, vision alignment
<b>Line Management</b>	Line-managing cross-functional teams, as well experience managing teams of teams
<b>Lean Startup</b>	Experience in startups. Testing new product ideas for viability in a lean manner
<b>Tech Vision</b>	Proposing, getting buy-in, and communicating a shared technical vision
<b>Conference Speaking</b>	Regularly speak at conferences including JavaOne, Devvxx, Agile on the Beach, XPDays, Pipeline, Agile Tour, XProLo

## TECHNICAL SKILLS

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<b>Java</b>	Conference speaker and blogger on Java topics. Familiar with JVM internals as well as various Java ecosystem projects such as Spring, Maven, Hibernate, Junit
<b>JavaScript</b>	Vanilla JS and various frameworks including React and Angular
<b>C#/.net</b>	Hands-on experience building systems with - C#/.net, SQL Server, Azure
<b>Linux</b>	20 years experience with Linux. Founding member of the openSUSE project
<b>Infrastructure/Ops</b>	Automation with Puppet & Terraform. AWS & Azure. Monitoring & Observability
<b>Data Systems</b>	Built data processing systems to ingest and make queryable terabytes of data each day. Using Postgres, SQL Server, Redshift, EMR, Cassandra, Redis, Splunk
<b>Pair Programming</b>	An experienced pair and mob (group) programmer
<b>TDD</b>	Advocate test-driving all production code with Unit, Functional, Acceptance tests. Apply the same techniques to production monitoring
<b>Continuous Delivery</b>	Spoken at industry conferences (such as Pipeline, and Agile on the Beach) about Continuous Delivery. Contributed to a book 'Build Quality In'. Blog about experiences integrating and deploying changes into production multiple times a day
<b>Web Architecture</b>	Tradeoffs of different architectural styles. Scaling systems to hundreds of thousands of requests per second

## SIDE PROJECTS

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<b>Whiteboard</b>	Collaborative postit notes, online <a href="http://whiteboard.benjiweber.com">http://whiteboard.benjiweber.com</a>
<b>FeatureMonitoring</b>	Service for monitoring features in production <a href="http://featuremonitoring.com/">http://featuremonitoring.com/</a>
<b>Webpin</b>	A software search engine for linux distros <a href="http://webpinstant.com/">http://webpinstant.com/</a>
<b>One Click Install</b>	openSUSE feature making it easy to install third party software from the web.
<b>openSUSE Updater</b>	A desktop installer for software updates (Qt/C++)
<b>Java</b>	Various small projects - See Github page at <a href="http://github.com/benjamin">http://github.com/benjamin</a>

## EMPLOYMENT

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**Period** September 2018 — Now  
**Employer** Pockit (Current Account for Financially Underserved)  
**Role** VP of Engineering

Serve on Pockit's Executive team. Pockit is a digital banking alternative for unbanked, underserved and low income consumers in the UK.

Building a high performing engineering culture while growing the engineering teams. Ensuring that technology enables Pockit's ambitions and fulfills customer needs. Ensuring tech is secure, reliable, and cost effective.

Responsibilities include strategic leadership, people management, and technology/architectural oversight and coaching. As well as internal IT and infosec.

**Period** March 2016 — August 2018  
**Employer** Unruly (Video Ad Marketplace)  
**Role** SVP Software Development

Served on Unruly's Executive team. Leading a Product Development & Technology team of 80 in 10 teams; together with the CTO & SVP Product.

Leading a team of senior technical coaches (UX, Data Science, SRE, Dev). Promoting tech competence, clarity on commercial goals & tech strategy.

Tackling cross-team architectural challenges, improving domain and commercial understanding via hands-on pair and mob programming as well as workshops.

**Period** November 2009 — March 2016  
**Employer** Unruly (Video Ad Marketplace)  
**Roles** Development Team Lead / Senior Developer

Joined Unruly when a startup of a dozen people with a mission of transforming digital advertising for the better. Over 300 people at exit after rapid revenue growth.

Building adtech software and leading Extreme Programming teams. Within a high growth startup there were many highlights including

- Scaling our ad serving platform alongside rapid company growth
- Building a data warehouse for on demand reporting across billions of events
- Adapting an automated micropayment system to new business models
- Building new mobile/desktop ad formats
- Integrating technology during an acquisition
- Introducing ideas such as monitoring-first development and mob-programming

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

Working on a PCI compliant payment processing system. Salesforce Integration. Improving build tools. Using .net stack, in Scrum teams of 3-10 people.

**Period** September 2003 — September 2004 (Part Time)  
**Employer** Just Words Office Mart  
**Role** Computer Repair Technician

## EDUCATION

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

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

**Period** September 2002 — July 2004  
**Location** Haywards Heath College  
**Achieved** A-Levels: Computing (A), Maths (B), Physics (B), Chemistry(B).