

BENJI WEBER

59 Chantry Road, KT9 1JR ☎ 07950 822820

<https://benjiweber.com> ✉ jobs@benjiweber.com

An experienced and commercially-aware technical leader & generalist software engineer who builds and nurtures teams that deliver value rapidly and sustainably.

LEADERSHIP SKILLS

Executive Team	Represented software engineering & technology on executive teams.
Line Management	Experienced manager of engineers, engineering managers, and (more recently) directors.
Leading Teams	Background leading Extreme Programming teams. Accountable for team responsibilities. Ensuring the team has the skills, clarity, and alignment to reach their goals.
Growing Teams	Grown impact of teams iteratively. Rapidly grown teams in multiple different organisations. Experienced at devising interview plans and onboarding programmes.
Facilitation	Facilitated workshops and group sessions for large groups. e.g. planning, design discussions, retrospectives, vision alignment.
Lean Startup	Have experience in startups. Testing new product ideas for viability in a lean manner.
Tech Vision	Guided teams to discover a vision for the future that they can rally towards.
Speaking	Spoken at several conferences including JavaOne, DevOxx, Agile on the Beach, XPDays, Pipeline, Agile Tour, XProLo

TECHNICAL SKILLS

Java	Conference speaker and blogger on Java topics. Familiar with JVM internals as well as various Java ecosystem projects such as Spring, Maven, Hibernate, Junit
JavaScript	JS and various frameworks including React and Angular
C#/.net	Hands-on experience building systems with - C#/.net, SQL Server, Azure
Linux	Over 20 years experience with Linux. Founding member of the openSUSE project
Infrastructure/Ops	Automation with Terraform & Puppet. AWS & Azure. Monitoring & Observability
Data Systems	Built data processing systems to ingest and make terabytes of data each day reportable. Using Postgres, SQL Server, Redshift, EMR, Cassandra, Redis, Splunk
Pairing	An experienced pair and mob (ensemble) programmer
TDD	Advocate for test-driving all production code with Unit, Functional, Acceptance tests, and applying the same techniques to production monitoring
Continuous Delivery	Spoken at industry conferences (such as Pipeline, and Agile on the Beach) about Continuous Delivery. Contributed to a book 'Build Quality In'. Blogged about experiences integrating and deploying changes into production multiple times a day
Web Architecture	Tradeoffs of different architectural styles. Scaling systems to 100k+ requests per second

SELECTED SIDE PROJECTS

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

EMPLOYMENT

Period November 2019–Now
Employer Snyk (Empowering developers to create secure software)
Role Senior Director of Engineering

Serving as part of the engineering leadership team, Accountable for the reliability, resilience and continuous improvement of the product and engineering culture.

Spent the first 18 months leading the group of teams responsible for the “Snyk Open Source” flagship product and supporting platform. Growing the group from 12 to 40 engineers, from 3 to 6 teams. Increased collaboration despite the covid-19 pandemic.

More recently leading the “Engines” division of three groups and some 75 engineering staff, with a direct team of engineering directors. Comprising Snyk’s Security R&D efforts, ML & Program Analysis, Component Identification and more.

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

Served on Pockit’s Executive team. Responsibilities included strategic leadership, people management, technology/architectural oversight, and internal IT/infosec. Built up the engineering teams and culture. Improved tech security, reliability, cost effectiveness.

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 10 teams; together with the CTO & SVP Product.

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

Tackled cross-team architectural challenges, improved domain and commercial understanding via coaching, hands-on pair and mob programming, and 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

- 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 during an acquisition
- Introduced 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

Built a system for PCI compliant payments, a Salesforce Integration, as well as improving build pipeline/tooling. Used .net stack, in Scrum teams of 3-10 people.

EDUCATION

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.