

BENJI WEBER

59 Chantry Road, KT9 1JR ☎ 07950 822820

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

SUMMARY

Technical leader with experience building, leading teams of 100 people, owning engineering for \$100m ARR.

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

Deeply technical, capable of contributing to design and operation of systems at considerable scale; still hands on & grounded in detail through side projects.

LEADERSHIP SKILLS

- Executive Team** Served on executive teams at Unruly & Pockit
- Management** 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.
- Facilitation** Facilitated workshops and group sessions for large groups. e.g. planning, design discussions, retrospectives, vision alignment, domain modelling, business strategy mapping.
- Lean Startup** Launched new products at early stage startups. Applied extreme programming and lean approaches to swiftly find product market fit.
- Speaking** Presented at conferences including JavaOne, Devovx, Agile on the Beach, Pipeline.

TECHNICAL SKILLS

- Coding** Conference speaker and blogger on Java topics with a deep knowledge of Java features, performance tuning, GC optimisation etc, as well as experience with the wider ecosystem. Also experienced with JS/TS Node and Frontend, C#/.net and Microsoft stack.
- Linux** Over 25 years experience with Linux ecosystems. Founding member of openSUSE.
- Infrastructure/Ops** Built and run systems on AWS, GCP, & Azure. Established incident response processes scaled to hundreds of engineers, and a healthy culture of automation and observability
- Data Systems** Built data processing systems to ingest and make terabytes of data each day reportable. Experience with many of databases with particularly deep knowledge of Postgres and analytical columnar databases such as Athena/BigQuery/DuckDB.
- Security** 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.
- Web Architecture** Scaled systems to 100k+ requests/second and billions of events/day at high reliability
- Practices** 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.
- Side Projects** Contributed openSUSE 'One Click Install' capability as well as building & running a linux package search 'webpin' for several years. See also <https://github.com/benjiman>

EMPLOYMENT

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

Served on the R&D leadership team throughout.

18 months leading the group of teams responsible for the Snyk Open Source flagship product and supporting platform, growing the team from 12-40.

1 year leading the division comprising Snyk’s Security, SCA, and SAST capabilities, growing up to c. 100, with a direct team of three engineering directors.

6 months in an IC role focused on technology strategy for Application Products division.

Returned to management to lead a transformation of Snyk Open Source strategic direction and team culture, as well as a platform-wide reliability engineering team.

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

Served on Pockit’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.

Period March 2016–August 2018
Employer Unruly (Programmatic Video Ad Platform)
Role SVP Software Development

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).

Period November 2009–March 2016
Employer Unruly (Programmatic Video Ad Platform)
Roles Development Team Lead; Senior Developer

Joined 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. 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

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

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

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.