Philip Castiglione

Software Engineering Leadership ‖ Technology & Management Expert

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Hi, I'm Phil. I care about what I do and I help everyone around me to succeed.
I excel at building, growing and leading teams of engineers, achieving outcomes, and optimising organisational performance.

Experience

Elevate Partners — Principal Consultant
(Remote) Dublin, Ireland & Perth, Australia — 07/22 - now

- Varied roles across tech companies & industries in US and APAC:
  - Principal Engineer (NASDAQ listed fintech, US stealth data/health startup), Startup CTO, Platform Tech Lead.
- Rapidly built trust, respect and empathy in order to unite behind shared goals and drive positive change.
- Outcomes achieved by myself and teams I was accountable for include:
  - Led the design and rapid prototyping of a SaaS product prototype, hitting the MVP target in 5 weeks to enable founder sales pitches, using scalable and hirable cutting edge technologies and methodologies.
  - In support of a strategic organisational restructure, executed transfer of ownership of critical code and infrastructure assets to newly established overseas teams, including onboarding and knowledge transfer, to ensure smooth integration and operational continuity.
  - Led the design and development of an AI-enhanced HR SaaS platform and a fully integrated automated sales engine for the B2B phone and email outreach team.
  - Secured efficiencies reducing spend on a key vendor API by 35% (>$1.1m USD p.a).

DIGIT, a Scopely Studio — Platform Tech Lead
(Hybrid) Dublin, Ireland — 11/19 - 06/22

- Led a team of 5 engineers; hiring, onboarding, mentoring; facilitating, growing and enabling them.
- Drove strategic initiatives such as the cross-team Battle Pass feature which achieved >$100m USD annual revenue.
- Responsible for a highly efficient, consistent and robust architecture (Python, Flask, MySQL, Redis, Celery, Protobuf, AWS) to serve >100k heavy traffic real-time game CCU.
- Consistently received the highest rating on the scale at every performance review.

Cogent (acq. by Block NYSE: SQ) — Software Engineer
Melbourne, Australia — 04/18 - 11/19

- Initiated Cogent's AI & Machine Learning practice, building a public recommender system demo to drive client acquisition and then implementing an NLP pipeline to automate customer onboarding for a B2B SaaS startup, reducing manual effort by >40%.
- Every client I worked with tried to hire me.

A2I2 (Applied AI Institute) — Machine Learning Internship
Melbourne, Australia — 11/18 - 12/18

- A secondment from Cogent to upskill in AI/ML.
- Built a computer vision prototype for generating application UIs from hand drawn sketches.

JCurve Solutions (ASX: JCS) — Software Developer
Melbourne, Australia — 05/16 - 04/18

- Core contributor: learned best practices regarding code, tests, architecture, and the SDLC.
- Designed and built handrolled Authn/Authz system to OWASP standards supporting OAuth2 and ACL permissions using JWTs.

| Hardhat Digital | Junior Programmer | *Melbourne, Australia* | 06/15 - 05/16 |

- Executed a career change into the tech industry.
- Built CMS backed ecommerce sites, cross-platform phone apps and learned from a brilliant mentor.

| University of Melbourne | Strategy and Business Analyst | *Melbourne, Australia* | '13 - '15 |

- Reponsible for business case development, budget preparation and reporting to the executive.
- Designed and implemented a budget management framework for the Melbourne School of Land and Environment across 16 stakeholders. Achieved excess annual surplus versus financial targets of >$1m on $47m budget.

| SMA Safe Marketing Australia | Non-Executive Director | *Melbourne, Australia* | '11 - '14 |

- Provided independent oversight and expertise to education sector marketing service provider.
- Strategic guidance, governance and risk oversight for the executive.

| KPMG | Management Consultant - Operations & Strategy | *Brisbane, Australia* | '12 - '13 |

- Client facing Management Consulting advice and deliverables in the areas of: Operational and Process Improvement, Strategy, Business Performance Management and Organisational Design.

| SC Financial Group & Castiglione Securities Trading | Co-Founder | *Bangkok, Thailand & Perth, Australia & Melbourne, Australia* | '09 - '11 |

- Co-founded and ran two boutique investment businesses trading in derivatives and foreign currencies.
- Raised more than $500k in capital from private investors and managed stakeholder relations.

| The University of Western Australia | Senior Accounts Officer | *Perth, Australia* | '05 - '09 |

- Management, training and leadership of a team of five departmental staff.
- Major projects delivered include: Business Recovery Plan; a road map to a budget neutral position after years of sustained deficits & Unit Costing Project; methodology to determine the per-subject cost of teaching delivery within the school.

Education

| Deakin University | Bachelor of Computer Science | *Melbourne, Australia* | 03/17 - 11/20 |

- Graduated top of my year, won just about every prize & scholarship available, whilst also working full time.
- Deakin Scholarship for Excellence, Professor of Information Technology Award, School of Information Technology Award, Patrick Pleass Memorial Award, Australian Computer Society Student Excellence Award, Graduated With Distinction.
- Founding Executive Member (Treasurer) of Deakin Software Engineering Club.

| University of Melbourne | Bachelor of Commerce (Finance) | *Melbourne, Australia* | 03/09 - 02/12 |

- High Distinction average, multiple academic awards, whilst also working mostly full time.
- CPA Management Accounting Prize, Sothertons Fraud and Forensics Prize.

Technical Skills

I remain deeply technical. I have a broad skillset across Full-Stack Web Development, Scalable System Design, Software Architecture, Distributed Systems, Profiling & Performance Optimisation, Cloud Infrastructure, Observability and Monitoring, Analytics, Applied AI/ML & Generative AI.