

ALFONS FOUBERT

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PROFESSIONAL SUMMARY

Strategic and impact-oriented Technical Director, permanently based in Barcelona, with over 15 years of proven success scaling engineering teams, transitioning monolithic architectures into scalable microservices, and nurturing high-performance engineering cultures. Deeply experienced in aligning technical strategy with business objectives, managing substantial budgets, and fostering continuous improvement through mentorship and agile methodologies.

PROFESSIONAL EXPERIENCE

Technical Director | SEAT Code

Feb 2024 – Present

- ◆ Leading One Living App (OLA), managing 50+ people and handling over €5M annual budget.
- ◆ Reduced open bugs by 52% (from 500 to 240) through strategic refactoring and process optimization.
- ◆ Increased deployment frequency by 312%
- ◆ Achieved 34.7% revenue growth, adding 185K new users.
- ◆ Reduced incident resolution time by 40% (from 5 to 3 days).
- ◆ Established platform and QA teams, improving stability, productivity, and cross-team collaboration.

Engineering Managers' Coach (Self-Employed)

July 2019 – Jan 2024

- ◆ Mentored CTOs and Technical Directors at high-growth Barcelona tech companies (Wallapop, Factorial, Webcargo).
- ◆ Increased retention rates by 16% through structured mentorship and coaching programs.
- ◆ Best rated teacher for 4 consecutive years from Lidl and Platzi among others.

Senior Software Engineering Manager | N26

Nov 2018 – June 2019

- ◆ Scaled engineering team from 14 to over 200, handling rapid onboarding and cross-functional team integration.
- ◆ Managed technical teams, implemented structured hiring and onboarding processes.

Technical Director | Adevinta (formerly Schibsted)

Apr 2018 – Nov 2018

- ◆ Directed technical teams for two major classified platforms (Vibbo, Milanuncios), managing 32 engineers across two cities.
- ◆ Implemented microservices architecture improving load times by 35%.
- ◆ Defined strategic product goals, performance metrics aligned with business KPIs, and optimized processes to increase delivery speed by 40%.

Software Director | TeamCMP

Dec 2013 – Apr 2018

- ◆ Expanded team from 12 to 180 employees; transitioned from monolithic architecture to microservices.
- ◆ Improved financial performance significantly, transforming revenue from -€50K to €12M.

Earlier Experience

- ◆ **Lead Web Developer**, Precognis (2013 – 2014): Led teams, designed and developed major web projects.
 - ◆ **Freelance Developer** (2009 – 2013): Produced custom web solutions and ERP systems.
 - ◆ **Consultant/Developer**, O&S Consultores (2008 – 2009): Developed tailored web solutions.
 - ◆ **Video Game Programmer Analyst**, CIRSA (2004 – 2006): Developed C/C++ games for proprietary UNIX systems.
 - ◆ **Programmer Analyst**, Nexus Energía (2002 – 2004): Developed .NET estimation software and statistical applications.
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— LEADERSHIP & STRATEGY

- ◆ Expert in OKR frameworks; authored online OKR methodology course ([Platzi OKRs Course](#)).
 - ◆ Skilled in aligning technical execution with strategic business outcomes using OKRs and SAFe methodologies.
 - ◆ Proven in identifying structural inefficiencies and building dedicated teams to support product-focused teams.
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— TECHNICAL EXPERTISE

- ◆ **Architectures:** Microservices, Modular/API-first architecture, Distributed Systems
 - ◆ **Cloud Platforms:** AWS, Kubernetes
 - ◆ **Practices:** CI/CD, DevOps, Agile (Scrum, SAFe), OKRs
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— CULTURAL DEVELOPMENT & MENTORING

- ◆ Advocate of Radical Candor, open communication, and retrospective-driven improvements.
 - ◆ Over 6 years coaching and mentoring leaders and technical teams, directly enhancing retention and satisfaction.
 - ◆ Initiated internal mentoring programs, boosting cross-project collaboration and knowledge sharing.
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— EDUCATION

- ◆ **Technical Engineering**, Centre d'Estudis Politécnics, 2003
 - ◆ **Systemic Coaching**, AECOP's Master in Hellinger-Scientia, 2020
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— LANGUAGES

- ◆ English | Spanish | Catalan
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— PERSONAL INTERESTS

Passionate about continuous learning and personal growth. Enthusiastic about board games, cinema, and spending quality family time, exploring new adventures and experiences with my spouse and two daughters.