

Antonio Terreno

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SUMMARY

Engineering executive with 20+ years' experience building high-performing teams, scalable platforms, and engineering functions from the ground up. I translate best practices into faster delivery, higher quality, and resilient systems that drive business growth.

A pragmatic, context-driven leader who creates clarity from complexity, raises the bar on execution, and enables teams to deliver lasting impact at speed.

PROFESSIONAL EXPERIENCE

HSBC

London (Hybrid), UK

Head of Software Engineering, Global Operations and Automation

Jan 2023 – April 2025

The Global Operations and Automation was a Business Function at HSBC building software for various ops teams within the Bank with a total headcount of around 1000 people, serving ca 80000 users worldwide and a budget of circa 100M USD p.a.

Transformed engineering performance for a 1000-person global operations function supporting 80,000 users with a \$100M budget.

- Accelerated delivery by improving Release Frequency (+10%), halving Change Failure Rate, and cutting Incident volumes (–20%) and Lead Time to Deploy (–10%) through scaling leadership, offshore execution, and agile product delivery.
- Led a \$9M AI innovation portfolio, delivering new operational capabilities and driving \$30M+ in projected annual savings over three years.
- Shaped and executed the engineering strategy to meet enterprise-wide targets on speed, quality, and resilience.

Pharmaspectra

Remote, UK

VP of Software Engineering

January 2021 – December 2022

Pharmaspectra was a medical affairs data company

Built and scaled technology capabilities that directly supported Pharmaspectra's growth and successful private equity exit.

- Led technology due diligence during Pharmaspectra's acquisition by IQVIA, contributing to a 25% IRR for investors.
- Created a UK-based centre of engineering excellence from the ground up, designing and delivering core infrastructure, backend, and architecture for all major product lines while maintaining near and offshore for mature product development
- Enabled continuous deployment with high quality and reliability by establishing modern engineering practices (TDD, CI/CD, feature toggles) and implementing a cloud-native architecture on AWS.

- Reduced infrastructure complexity and accelerated delivery by introducing Infrastructure as Code (IaC) practices, empowering development teams across multiple time zones.

TheUp.co (formerly charged-up)

London, UK

Chief Technology Officer (CTO)

Jul 2019 – Dec 2020

The Up. co was a pre-series A startup in the hospitality, sharing economy (PAYG mobile phone batteries) and lot space.

Built the technology function from scratch, delivering scalable platforms to support product expansion across hospitality and lot.

- Led technical delivery and shaped strategic direction, balancing deep technical involvement with executive leadership during the company's early growth phase.
- Delivered end-to-end rebuild of the ChargedUp MVP and launched ServedUp, a new mobile food ordering platform based on QR code scanning.
- Architected and implemented scalable cloud-native systems using a modern, lightweight tech stack running on AWS.
- Established core engineering practices and technical foundations to enable rapid experimentation, product iteration, and scale-up readiness.

Labrador

London, UK

Chief Technology Officer (CTO)

Jul 2017 – Jul 2019

Labrador was a pre-series A startup in the big data, intelligent energy, and lot sectors.

Created and led the engineering function to deliver an intelligent energy platform from MVP to early scale.

- Drove product development, architected cloud-native solutions, and oversaw operational execution, combining technical expertise with leadership responsibilities.
- Implemented early engineering standards and DevOps practices to support rapid development cycles and platform resilience.
- Played a key role in securing seed funding by delivering credible technology roadmaps and MVP execution.

Equal Experts

London, UK

Partner

Jan 2012 – Jul 2017

EqualExperts is a tech consultancy that promotes best practices by leveraging a network of highly skilled, hands-on senior tech practitioners.

- I joined Equal Experts as a Senior Associate and then was promoted to Partner in 2013
- I kicked off and led the Evolve Programme, a fast-track career development programme for mid-level developers and DevOps engineers, hiring 20 consultants as permanent employees
- I worked for clients such as MergerMarket (started a digital transformation which then led to the creation of the Acuris group) and KingFisher Group (leading a team of circa 20 senior engineers)

Earlier Experiences

2003 – 2012

- Forward Group, Lead Engineer, London, UK Jun 2003 – Jan 2012
- ThoughtWorks UK, Lead Consultant, UK, SE, HK, IE, IN Oct 2006 - Jun 2010
- CSP, Italy, Jan 2003 – Oct 2006

EDUCATION

University of Turin, Italy, *Computer Science Degree*

1997 – 2003