



# David Santamaria

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## RESUME OBJECTIVE

### Senior Engineering Manager

Senior Engineering Manager with 10+ years of experience managing individuals who enjoy helping teams and individuals succeed. I support and grow the individuals who work around me. I value and encourage teamwork, a continuous improvement mindset, delivering value to customers, commitment, empowerment, and humility.

I have comprehensive experience leading and working with engineering teams in the architecture, specification, and implementation of complex, highly scalable, and performant systems.

I am a Software engineer interested in software analysis, architecture, and development. My focus has been the Web. I love to build things with quality, from conception to deployment. I take the software I write very seriously while having an extreme passion for being the best I can be at doing what I love to do.

## EXPERIENCE



### TopTal, Remote, Spain — Sr Engineering Manager

May 2021 - NOW (3 Years 6 Months)

**Tech Stack:** Ruby, RoR, ReactJS, Amazon Web Services (AWS), Google Cloud Platform (GCP)

**Role:** As a Senior Engineering Manager at Toptal, I led a dynamic organization of up to 20 people distributed in four teams, including four teams of senior engineers. I focused on driving impactful initiatives and fostering a learning and continuous improvement culture. I managed Toptal's internship program and led the Developer Intelligence team, which played critical roles in enhancing the company's engineering capabilities and operational efficiency.

- **Leadership & Program Development:** Spearheaded Toptal's internship program for the talent network and prospective candidates, graduating nearly 100 participants and establishing the program as a primary entry point to the engineering department.
- **Mentorship & Learning Pathways:** Managed four teams dedicated to coaching apprentices while developing internal tools and products. Created six distinct learning paths and introduced a comprehensive system for evaluating and tracking candidate progress.
- **Led Developer Intelligence Team** focused on providing insights and metrics, empowering engineering to make data-driven decisions.

#### Shipped:

- **Incident Management System:** Developed an incident management system that significantly improved response times and provided metrics to help teams reduce incidents.
- **Performance System Optimization:** Enhanced the performance management system, reducing feedback and performance review costs while increasing the volume of feedback and employee satisfaction.

#### Other achievements:

- Part of the High Potential program inside of Toptal.



## Cloudbeds, Remote, Spain — Sr Engineering Manager

OCT 2020 - MAY 2021 (8 Months)

**Tech Stack:** Java, VueJS, Amazon Web Services (AWS)

**Role:** Senior Engineering Manager at Cloudbeds. Working on the distribution vertical, leading the Distributed Systems and Channel Manager teams.

- Led two teams of 9 software engineers, the distribution systems team in charge of making systems scalable, driving the engineering team into the microservices architecture, and the channel manager team distributing our inventory along +300 online booking channels.
- Responsibilities include technical product definition and mid-term/long-term vision, technological leadership, delivery, team growth, team health, and individual progression.
- Partner with the leadership to create the engineering department's career path and drive the engineering team's calibration.

### Shipped:

- Drive the technology transformation into microservices.
- The channel manager team attained a premier partnership with Booking.com during that time.
- Partner with Google to be part of the Google Hotel Search pilot.



## Cabify, Remote, Spain — Sr Engineering Manager

APR 2019 - OCT 2020 (1 Year 6 Months)

**Tech Stack:** Golang, Redis, MySQL, NSQ, gRPC, Google Cloud Platform.

**Role:** Senior Engineering Manager at Cabify. Working on the Match team.

- Lead the creation of the Maps & Routes team.
- I led a group of 7 engineers collaborating with product and data science to improve our marketplace.
- Responsibilities include technical product definition and long-term/mid-term vision, technological leadership, team growth, team health, and individual progression.

**Shipped:** We were in charge of the matcher, matching thousands of riders and drivers per matching round.

- I led the creation of the Maps & Routes squad, responsible for delivering the tools to provide routes and ETA solutions for Cabify.
- That team reduced Cabify's operational cost on other map services by over half in less than one year. By then, the operating cost of mapping services was one of the company's highest expenses.
- We ship a tool to replace Google Maps for ETA calculations based on a machine-learning model that predicts ETAs. Later, we extend that tool to replace Google Maps for route calculations.



## eBay, Remote, Spain — Sr Engineering Manager

APR 2016 - APR 2019 (3 Years)

**Tech Stack:** Java, Spring Boot, Kotlin, Oracle, Kafka, Google Cloud Platform.

**Role:** Tech Lead at StubHub (an eBay company), working on several teams, including Delivery & Fulfillment, International, Buyer Experience, and Financial Services.

- Leading multiple teams of 10+ software engineers collaborating to deliver delightful user experiences.
- Responsible for product definition and vision, technical leadership, and team management.

### Shipped:

- Lead the transformation of multiple services into Cloud Native Services.
- Drive the monolith extraction into microservices and bring them into the cloud.
- Member of the SDLC Committee of the company.
- The organizer of the engineering culture team is inside Stubhub.



## **Ticketbis, Bilbao, Spain — VP of Engineering**

NOV 2009 - APR 2016 **(6 Years 6 Months)**

**Tech Stack:** Java, Groovy, Grails, Spring Boot MySQL, Redis, RabbitMQ.

**Role:** I worked as a VP of engineering at Ticketbis. I joined the company in their early days (employee #2).

- I led the engineering group from its creation until eBay acquired us. By that time, the engineering group consisted of over 40 individuals in a technology group of over 80.
- Build the hiring process by acting as a hiring manager for most of our incorporations.
- Drive the growth of the engineering department and its structure.
- Our main challenges involve scalability, reliability, and real-time processing.

**Shipped:**

- Build the Ticketbis platform at the beginning.
- Lead the growth of the department.
- Provide the long-term roadmap for the department.



## **Universidad de Deusto, Bilbao — Associate Professor**

DEC 2012 - JAN 2013 **(2 Months)**



## **AOL, Dublin, Ireland — Senior Software Engineer**

MAR 2008 - OCT 2009 **(1 Year 6 Months)**



## **In1Solutions, Dublin, Ireland — Software Engineer**

OCT 2007 - MAR 2008 **(6 Months)**



## **Irontec, Bilbao, Spain — Software Engineer**

SEP 2006 - SEP 2007 **(1 Year)**

### **EDUCATION**



## **Universidad de Deusto, Bilbao, Spain — Computer Science**

SEP 2002 - JUN 2007

### **CERTIFICATIONS**

How to Manage a Remote Team Coursera 2020

Getting Started with Go Coursera 2019

Functions, Methods, and Interfaces in Go Coursera 2019

Concurrency in Go Coursera 2019

Ruby on Rails Coursera 2016

Sun Certified Programmer for the Java Platform 5.0 Sun Microsystems 2009

Google Analytics Individual Qualification Google 2011

### **SIDE PROJECTS**



## **<https://curatedli.st/> — Collaborative Curated Content**

MAR 2020 - PRESENT