Fabio Rufino Gallo

Experienced Development Manager, Front-end Architect, Creative Technologist

Experienced Development Manager and Front-end Architect with over 20 years of expertise in UX/UI design, software architecture, and integration for globally recognized brands. Leveraging extensive knowledge of principal web technologies and frameworks, I have successfully overseen complex projects, providing direct and decisive leadership while remaining open to collaboration and constructive communication. Passionate about creating intuitive, user-centric applications that drive business results, I excel at leading cross-functional teams, integrating modern technologies, and guiding projects from conception to deployment with a focus on innovation, quality, security, and teamwork. My proactive approach includes implementing security practices, such as integrating vulnerability management tools and educating teams on OWASP best practices to ensure robust, secure solutions.

WORK EXPERIENCE

PokerStars / Flutter International - Toronto, Canada

Senior Manager of Software Engineering, Casino
05/2021 – 09/2024

- Managed a development group of over 35 developers in multiple locations across five multidisciplinary teams within the Casino division, driving technical improvements and fostering cross-team collaboration.
- Created development roadmaps aligned with business goals, resulting in smoother project execution and increased developers' efficiency.
- Implemented Agile methodologies across the Casino teams, enhancing the efficiency of the software delivery lifecycle.
- Directly managed and mentored two managers, two team leads, and four tech leads, assisting them in leading their teams, resolving conflicts, handling Performance Improvement Plans (PIPs), and managing morale.
- Handled security by collaborating with the Infra team to integrate tools like Snyk, Kenna, and Nessus, addressing reported vulnerabilities, and educating teams on OWASP best practices.
- Led software engineers during the migration of the Casino's production environments from physical data centers to AWS, resulting in increased scalability, resiliency, and security, and reducing downtime by 25%.
- Spearheaded the transition of code repositories from Bitbucket to GitHub Enterprise, streamlining version control and collaboration, enabling teams to manage their repositories, and reducing deployment times by 15–20%.
- Served as Incident Commander during production incidents, coordinating responses, leading root-cause investigations and corrective actions, resulting in a steady decrease in outages.

Front-end Manager, Casino
09/2020 – 05/2021

- Managed front-end development teams working on the Casino lobby and games wrapper, ensuring alignment, fostering collaboration, and promoting accountability.

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SKILLS

- Cross-functional leadership
- Effective communication
- Mentorship and growth
- People management
- Incident management
- Software architecture and development
- SSDLC
- SonarQube, Kenna, Snyk
- Microservices, micro frontends
- Agile methodologies
- CI/CD, DevOps
- AWS, Azure
- JavaScript, TypeScript
- React, Angular
- Java, PHP
- UX/UI design
- GitHub, BitBucket, SVN
- Atlassian Jira, Confluence
- SharePoint
- ContentStack, OpenCMS, WordPress

EDUCATION & CERTIFICATIONS

- Coursework toward MSc of Computer Engineering 1997–2002, "Tor Vergata" University of Rome (Italy)
- AWS (various)
- Udemy (various)

LANGUAGES

- English
- Italian

- Collaborated with company-wide Business Owners, Architects, and Development Managers, delivering platform improvements to streamline cross-functional collaboration, accelerate time to market, and enhance maintainability.
- Spearheaded the creation of Secure Software Development Lifecycle (SSDLC) documents, coding standards, and Pull Request (PR) review processes, which were later adopted by the entire Casino division. Also introduced static code analysis tools (e.g., SonarQube), streamlining workflows and standardizing code quality and consistency across teams.

Upchain Inc. - Toronto, Canada

Front-end Architect
07/2019 - 09/2020

- Devised front-end development processes to foster high standards of software quality by establishing best practices and introducing automation tools.
- Successfully integrated React components into legacy monolithic Java systems, boosting client application performance and maintainability.
- Created a library of UI components, increasing reusability, maintainability, and deployment speed.
- Supported the planning and design of new features by providing technical expertise and ensuring feasibility.
- Coordinated a team of over ten front-end developers in multiple locations, mentoring developers at all levels and fostering a positive, collaborative culture.
- Contributed to successful transformation of Upchain from startup to part of the Autodesk offering.

Team Lead
10/2018 - 07/2019

- Collaborated with business stakeholders to allocate tasks among teams, resulting in more efficient and sustainable workflows.
- Organized, supervised, and facilitated teammates' work, enhancing overall team morale and effectiveness.
- Worked as an individual contributor developing React front-end applications, while providing technical leadership and mentorship to teammates.

Blueprint Software System Inc. - Toronto, Canada

Front-end Architect
05/2018 - 10/2018

- Devised front-end development processes to foster high standards of software quality by establishing best practices.
- Provided UX technical leadership to teammates through coaching and mentorship, enhancing the UX cohesiveness of the company's main product (StoryTeller, an Agile Robotic Process Automation tool).
- Coordinated the work of eight front-end developers and UX designers in cross-functional teams, providing support and mentorship.

Senior Front-end Developer
02/2016 - 04/2018

- Researched, designed, and developed new features and components, eliminating technical uncertainties by creating prototypes prior to development.

- Supported the transition from AngularJS to Angular 4, boosting application performance and maintainability.

KODA MEDIA GROUP/M33 Inc. - Toronto, Canada

Lead Developer
10/2012 - 01/2016

- Coordinated a team of four developers, two designers, and several editors, assigning tasks and responsibilities across multiple projects.
- Developed front-end interfaces and custom plugins for the BMO HR Intranet, streamlining secure worldwide access for over 20,000 employees. My approach accelerated the publishing process tenfold, facilitating the release of more than 1,700 pages in both English and French.
- Developed the Air Canada Cargo website and backend, providing a solution that allowed content editors with limited technical skills to easily manage content without the need for a costly backend system.

VIANET SRL - Rome, Italy

Founder and Partner, Technical Director, Lead Developer
02/1999 - 03/2013

- Created, managed, and expanded the development unit from its inception, also contributing as an individual contributor.
- Led technical and commercial discussions with clients, building expertise in cross-functional team management and client-facing projects.
- Developed and launched over 200 web-related projects – ranging from marketing microsites to complex intranets – for world-renowned brands such as Mercedes, Chrysler-Jeep, Fiat, Alfa Romeo, Nestlé, Johnson&Johnson, AstraZeneca, Merck, Nintendo, United International Pictures, and others.

Additional information on my experience in Italy is available upon request and online.