



# Mathieu Lindemann

CTO · Tech Leader · Entrepreneur

I have 20 years of experience leading tech teams in startups and large companies. My impact scales through the great organizations and individuals I develop. I started, grew and reorganized distributed teams in the EU, APAC and the U.S. I built and led organizations with 70+ engineers, improved systems serving billions of daily users and delivered annual recurring revenues over \$200m.

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## 🎯 CAREER OBJECTIVES



Transform valuable sources of data into world-class customer-centric products and services.



Leverage and extend my skills as a change facilitator inside and outside of the tech organization.



Help organizations reach engineering excellence to better execute and support business growth.

## 📁 WORK EXPERIENCE

May 2023  
Jan 2021



### Engineering Manager

GOOGLE SEARCH · Zürich, Switzerland 📍

Led a distributed effort of 20+ engineers in 5 time zones to identify authors of web pages, such as news articles and social posts, among the top 100bn web pages, on a near exabyte-scale.

- **Raised engineering standards** by auditing and improving dev practices, data sourcing and tooling.
- **Fixed silent repeated outages** with a holistic effort on monitoring of dev and prod infrastructures.
- **Boosted the key metrics** (author identification) by 14% on English pages, 21% in French, 54% in German.
- Member of the **promotion committee** and **engineering velocity** steering committee.

Dec 2020  
May 2020



### SRE Manager

GOOGLE CLOUD AI · Zürich, Switzerland 📍

Manager of the Zurich-based SRE team and mentor of the manager of the sister team in Pittsburgh, USA. These teams support Google Cloud AI products, 9-digit annual contract value and clients ranging from startups to Dow Jones-listed companies.

- **Cut alerts in production by 40%** by improving coordination with up- and downstream teams.
- Designed and got VP buy-in on a **2 year plan** to support new AI services with **50% headcount growth**.
- Authored **2 guides on remote onboarding and people management**. Both became Google-wide official SRE material for the 3,000+ engineers and managers.

Apr 2020  
Jan 2018



### Co-founder, CTO & COO

DILI (PINAULT GROUP) · Paris, France 📍

Inspired by OpenDoor.com 📌, Dili offered a hassle-free home selling experience in France.

- **Bootstrapped** the tech and non-tech orgs (ops, marketing, sales, etc.), using the resources of Pinault real estate holding, **from 0 to positive EBITDA**.
- **Deployed** the service to home sellers in France's 10 largest metropolitan areas.
- **Implemented in record time** a lean prod-grade software and data processing platform on AWS.

Jan 2018  
Feb 2016



### Engineering Program Manager

CRITEO · Paris, France 📍

Drove strategic-level R&D initiatives, leading 3 teams in machine learning (30+ FTE).

- **Reorganized** the team in charge of core pricing models, **bringing +9% ARR (>180m€)** vs targeted +6% and **coaching a first-time manager** into a confident leader along the way.
- **Turned around** an ML infra team, leading to fewer timeouts and **+1.6% ARR (>30m€)**.

Jan 2016  
Apr 2014



### CTO & General Manager for Vietnam

HELLOPAY | ROCKET INTERNET · Ho Chi Minh City, Vietnam 📍

helloPay was Rocket Internet's e-payment startup for Asia and a spinoff of Lazada.

- **Bootstrapped** the tech org and systems from 0 to our acquisition by Alibaba/Alipay.
- Grew the tech offices **from scratch to 70+ engineers** in Singapore and Ho Chi Minh City.
- **Represented helloPay technical interests** in regulator audits and PCI DSS 1 application.

Apr 2014  
Apr 2012

## Head of Software Development

BOUYGUES · Ho Chi Minh City, Vietnam 📍

**Designed and led a 2-year performance improvement plan** to regain trust from HQ.

- **Saved the office from being shutdown** by increasing quality and productivity;
- **Dropped** non-strategic activities and **focused on high-value projects**.
- **Simplified** the processes, replacing meaningless routines with lean practices.
- Implemented **career management** and developed leaders and high potential employees.



Work experience from 2004 to 2012 is visible on LinkedIn.



## STRENGTHS

Cross-functional

Team player

Pragmatic

Reliable

Adaptable

Customer-centric

Critical thinker

Creative



## FORMAL EDUCATION

Jul 2004

Sep 2001



### Ingénieur des Mines

M.Sc. · ÉCOLE DES MINES DE PARIS · Paris, France 📍

Mines ParisTech is one of the world's best universities, **ranked 31st globally** 📊 by the NY Times.

**Major: Engineering Design & Management** 📋, i.e. how to lead engineering teams to game-changing innovation.



## SELF-EDUCATION

Oct 2017



### Neural Networks and Deep Learning

DEEPLARNING.AI VIA COURSERA 🖥️

This class covered the key DL methods used in 2017, such as CNN or LSTM. It required to implement them from scratch using **GNU Octave** to understand their strengths and limitations in detail.

Results: **Statement of Accomplishment** 📄

Dec 2013



### Introduction to Operations Management

WHARTON VIA COURSERA 🖥️

This online class covered practical concepts of operations management such as takt time or debottlenecking, and powerful frameworks like the Toyota Production System.

Results: **Statement of Accomplishment with distinction** 📄

I was also invited to TA the following iterations of the course and, ultimately, to proofread the draft of the next edition of Pr. Terwiesch's book **"Matching Supply with Demand, an introduction to Operations Management"** (ISBN: 978-1260084610).



## LANGUAGES



English: Fluent



French: Mother tongue



Italian: Notions 📄



## PATENTS

Oct 2017



### Predictive adjusted bidding for electronic advertisements

CRITEO · Paris, France 📍

I participated in the design of patent **#US1120481B2** 📄 while leading a long-shot project to detect auction mechanisms, from pure first-price to pure second-price with many variations in between. The stake was to optimize Criteo bidding strategy accordingly and secure the company's margin.



## REFERENCES

My references are available upon request. Among others, they include:

Managers | A former CTO at Criteo, also senior director at Google and Microsoft.

Reports | The VP of engineering at the fastest growing startup in the Middle East in 2022, whom I mentored at helloPay.