

**Lucas McGregor**

**Global Technology Executive | Marketplace Tech | AI/ML & Transformation Leader**

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## Executive Summary

Accomplished technology executive with a proven track record in **scaling global engineering teams, driving digital transformation, and leveraging AI/ML for operational excellence**. Adept at aligning technology with business objectives, optimizing costs, and improving product delivery. Experienced in **high-growth, regulated sectors** (ISO-27001, GDPR, PCI, HIPAA). A strategic board-level partner with expertise in **enterprise architecture, automation, and cloud technologies**.

## Key Skills

- **Leadership:** Executive Strategy | Board-Level Influence | Digital Transformation | P&L Ownership
- **Technology:** AI/ML | Cloud Computing (AWS) | Big Data & Analytics | Enterprise Architecture
- **Operations:** 24x7 Operations | Budgeting & Finance | Agile & Scaled Agile Framework | PDLC
- **Product & Engineering:** Engineering Management | Product Roadmaps | Platform Development

## Professional Experience

### SVP of Engineering

**The StepStone Group, London** (2023 - Present)

Leading global platform development for **Europe's largest job board** and the **US' biggest programmatic recruiting network**. Reporting to the global CTO, responsible for **enterprise-level AI/ML pipelines, operational standards, and digital transformation**.

#### Key Achievements:

- **Reduced annual spend by 17%** through automation and AI-driven optimizations.
- **Increased feature delivery by 11%**, accelerating time-to-market.
- **Improved service availability by 50%**, enhancing customer experience.

### Chief Technology Officer (CTO)

### **The StepStone EMEA, London (2021 - 2023)**

Led digital transformation for a portfolio of **20+ brands** with **6+ disparate tech stacks**. Designed and implemented a **platform strategy**, restructuring teams and technology for scalability.

#### **Key Achievements:**

- **15% reduction in maintenance costs** and **13% lower engineering costs**.
- Shifted **72% of engineers** from centralized teams to product-aligned teams.
- Established **career models and talent plans** for 700+ engineers.
- Standardized **Scaled Agile Framework (SAFe)** across all teams.

### **Chief Technology Officer (CTO)**

#### **Lyst, London (2019 - 2021)**

Led technology and product teams **AI-driven search and marketplace tech** for the world's largest fashion search and shopping platform.

#### **Key Achievements:**

- **40% YoY increase in feature delivery**.
- Developed AI/ML automation, increasing product load capacity **27x faster and 85% cheaper**.
- **Created the data products behind the Lyst Index**, the industry's quarterly report of fashion consumer trends.
- Integrated **AI/ML into search and personalization**, boosting **customer engagement by 15%**.

### **Head of Product & Technology**

#### **Lottovate, ZEAL Network SE, London (2015 - 2019)**

Built and launched new fundraising lottery platforms, raising **millions for charities like UNICEF and Conservation International**.

#### **Key Achievements:**

- Led a team of **40+ engineers** and launched **multiple lotteries across 3 countries**.
- Secured **lottery licenses in Norway, Netherlands, and the Czech Republic**.
- Designed a platform that could **go from license to live in less than 3 months**.

## SVP of Engineering

**Amobee (formerly Adconion), Los Angeles** (2011 - 2015)

Led **80+ engineers and data scientists** across seven locations for one of the **largest global ad networks** (\$260M+ revenue). Pioneered AI/ML to process **2B+ daily events** in real-time.

### Key Achievements:

- Increased **advertiser engagement by 195%+ (Lexus), 363%+ (History Channel), 456%+ (SLS Las Vegas)**.
- Delivered **57 quadrillion AI-powered optimizations weekly**.
- Managed **corporate IT across 27 locations and 24x7x365 operations**.

## Director of Engineering

**Disney (Interactive Media Group), Los Angeles** (2009 - 2011)

Managed technical teams for Disney Family Group and Central Engineering.

### Key Achievements:

- Led development of online products generating **\$45M+ in ad revenue**.
- Launched UGC-driven products for brands like **Gap Kids, Bounty, and Purina**.
- Led integrations for **5+ Disney acquisitions**.

## Patents & Publications

- **Patents:** Digital Asset Management, Network PVR, Shared Internet Storage, Method and System for Providing FileData and Metadata.
- **Publications:** Java Developer's Journal (J2EE & JMX).
- **Open Source Contributions:** Apache HTTPD, Apache Tomcat, Redhat JBoss, Eclipse IDE, ObjectWeb Fractal
- **Tech Standards:** Contributor to **RFC-2291 WebDAV & JSR-000160 JMX Remote API**.

## Education

**Indiana University, Bloomington**

- **B.S. Chemistry** (Minors: **Information Sciences, Analytical Philosophy**)

## Languages

- **English (Fluent) | German (Elementary)**