

Luke Sleeman

Principal Android Engineer

Melbourne, Australia

0422 142 163
luke.sleeman@gmail.com

Overview

I am a principal engineer, with over 7 years experience leading the development of complex mobile projects. I am passionate about building high performing teams, inclusive and diverse teams, believing that great things happen when developers are empowered to be their best. I have worked with a diverse range of teams and clients: from small one-person startups to leading teams with over 80 engineers.

I have a passion for the human side of software development, always seeking ways to empower team members and enhance performance.

Most recently, I helped lead the ANZ Plus Android team, taking on a wide range of responsibilities—from guiding tech decisions and building a strong engineering culture, to mentoring engineers and leaders, refining roles, team interactions, and areas of responsibility.

With 11 years of experience in Android development, and 20 in software engineering, I have worked with a vast array of toolkits, libraries, frameworks and technologies.

I also speak on Android, and software development related subjects, both at developer meetups in Australia and internationally, as well as at various conferences

Skills

My Skills include:

- Building and leading high-performing, diverse, and inclusive teams.
- Mentoring and empowering others, from junior engineers to senior leaders.
- Delivering innovative apps in complex, risk-averse environments.
- Android development & application architecture, both with google components such as jetpack compose and with a lighter weight stack based on conductor.
- Continuous delivery and shift-left methodologies.
- Managing tech debt and balancing tech and feature delivery.
- Designing team structures and interaction models using Team Topologies to reduce cognitive overhead and accelerate delivery speed.
- Leading platform and enablement teams
- 10+ years of Android development in Kotlin and Java.
- 20+ years software development, across a wide range number of technologies

Experience

Mantel Group (formerly Itty Bitty Apps) / Principal Android Engineer

SEPTEMBER 2017 - PRESENT, MELBOURNE

As a principal Android Engineer at Mantel I have a wide range of responsibilities, from leading client engagements to representing our brand at international conferences.

Key Project - ANZ Plus / Android Principal Engineer & Android Team Lead

2019 - 2024, MELBOURNE

ANZ Plus is the fastest-growing new digital bank in Australia, with \$14 billion in deposits and 35,000 new customers per month. I was the second Android developer to join the ANZ Plus team and was there over 4 years as we scaled to be one of the largest mobile teams in the Southern Hemisphere.

As the leader of the 80-strong Android team, I took on diverse responsibilities—guiding tech decisions, fostering a robust engineering culture, mentoring engineers and leaders, and refining team roles and interactions.

Highlights:

- **Foundation Building:** Created the foundational Android architecture, establishing core components of the codebase that other developers built upon.
- **Scaling:** Grew the Android team from 2 to over 80 developers, evolving the engineering culture and workflows.
- **Project Leadership:** Guided the team through all project phases, from inception to public release, and introduced significant new features like home loans.
- **Ways of Working:** Redesigned team operating models and workflows to overcome scaling bottlenecks.
- **Tech Transformation:** Led a multi-year effort to migrate the codebase to Jetpack Compose, resulting in a complete UI overhaul.
- **Modularisation Initiative:** Initiated the modularisation effort, breaking up the monolithic codebase into smaller modules to enhance developer autonomy and alignment.

Other Projects

Details available on request

AGL - ANZ Plus / Android Principal Engineer

2019, MELBOURNE

FastMail - ANZ Plus / Android Principal Engineer

2019, MELBOURNE

AIA - ANZ Plus / Android Principal Engineer

2019, MELBOURNE

Freelancer / Android Developer

JULY 2013 - OCTOBER 2017, MELBOURNE

As a freelancer, I delivered high-quality Android applications for a wide range of clients, from startups to large international brands. Running a successful small business, I was responsible for the entire project lifecycle while demonstrating strong technical expertise and excellent client collaboration skills.

Projects and further details available on request.

Spatial Vision / Software Development Manager and Specialist

JANUARY 2008 - JUNE 2013, MELBOURNE

At Spatial Vision, I delivered solutions for government organisations, primarily focusing on mapping and data management projects. This included leading technical teams and managing project lifecycles from conception to deployment. I had responsibility for overseeing project budgets, ensuring projects were delivered on time and within budget.

Projects and further details available on request.

OrderMate / Software Development Team Lead

2003 - JANUARY 2008, MELBOURNE

I started work with OrderMate as part of a year of Industry Based Learning, organised by my university in 2003 and continued with them for 5 years, eventually being promoted to software development team lead. I was responsible for managing the development of OrderMates primary product - the OrderMate POS.

Community work

GDG Melbourne / Lead Organiser

2016 - 2021, MELBOURNE

I was the lead Melbourne Google Developer Group (GDG) organiser for several years. During my time I helped grow both the community and our capacity to organise events. My responsibilities included running events, attracting speakers, finding sponsors, and liaising with a wide range of organisations. In addition to monthly events, the GDG was able to run several DevFest conferences attracting international speakers and hundreds of attendees.

Conference Talks

Zero Tech Debt / Devfest Melbourne, Devfest Auckland - 2023
<https://www.youtube.com/watch?v=g-BF4uOnzGk>

Designing ANZ Plus - An offline real-time first Android app /
GDG Melbourne - 2022
<https://www.youtube.com/watch?v=7AsM4gwmS5Y>

Continuous delivery at ANZx / GDG Melbourne, DDD Melbourne
- 2022
<https://www.youtube.com/watch?v=5nLRhHZ680k>

Build better Android apps, with vector assets / Yow Connected,
Devfest Wellington, GDG Taipei - 2017
No video available

Tensor What? AI and Mobile / Yow Connected, Yow West - 2017
<https://www.youtube.com/watch?v=GQ-22022o74>

Was it fragment to be? / Yow Connected - 2016
<https://youtube.com/watch?v=L5oeXlid1Ak>

Education

Swinburne University / Bachelor of Software Engineering
2000 - 2004, MELBOURNE

The Grange Secondary College / High School
1993 - 1999, MELBOURNE