Matt Benton <m@mattb.tech>
Senior Software Engineer, Bristol, UK

Senior full-stack developer and engineering leader with 15 years experience, 10 of which spent at Amazon.

Leadership

Leading and building teams, with a focus on high standards, mentorship, positive culture.

(Team building) (Team direction and mission) (Mentoring) (Interviewing / Hiring)

(Pull requests) (Linting) (Testing) (Continuous integration/deployment) (AI-assisted development)

Front-end

Worked with foundational web technologies, modern technologies and frameworks.

(HTML) (CSS) (Javascript) (React) (Typescript) (Next.js)

Back-end

Built and operated many services and back-end systems. Responsible for design, code, reliability, and infrastructure.

(Service-oriented-architecture) (Infrastructure-as-code) (Serverless) (Node) (Java) (AWS)
(Google Cloud) (Lambda) (CDK / Cloudformation) (Terraform) (GraphQL) (Rest) (NoSQL) (SQL)

🌱 Work: Ecologi

Engineering Lead (2023-current) (Bristol, UK)

Promoted to lead engineering across the company. Initially managed the team, before transitioning into being the most senior IC.

➯ Manager of the engineering team through a difficult restructuring process, defining the plan to reduce, selection pools and selection criteria. (Performance management) (Restructuring)

➯ Defined and delivered strategy to close key data gaps and democratise data access. Launched reporting with 93% adoption across the company. Drove revenue traceability from order to fulfillment from 29% to 100%. (Data)

➯ Ensured every engineer at Ecologi was making the transition to working with AI-assisted tools, giving them space to learn and organising a hackday to generate ideas for how LLMs could improve our product. (LLMs) (AI-assisted coding)

➯ Led transition from manual QA process with 4 QA engineers and weekly releases, to fully automated testing and continuous deployment, enabling multiple releases per day. Mentored and supported a QA engineer in transitioning to a software engineering role. (Test Automation) (Continuous Deployment) (Mentoring)

Zero Team — Tech Lead (2022–2023) (Bristol, UK)

Managing and providing technical leadership to the team building Ecologi Zero, a carbon accounting tool for small businesses.

➞ Providing leadership over the delivery of countless new features that enabled us to go from 0 to over 1,000 customers. (TypeScript) (GraphQL) (React) (MySQL)

➞ Created performance review process for engineers including self review and 360 feedback portions. (Performance Reviews) (Feedback)

🎟 Work: Candide

Gardens Team — Senior Engineer (2021–2022) (Bristol, UK)

Building and operating a ticketing platform for gardens and heritage attractions.

➞ Created framework for building multi-page forms in React, first used to deliver support for selling tickets as gifts. (Typescript) (React) (Next.js) (Cypress)

➞ Defined new approach to tech interviewing, including defining technical questions and introducing structured behavioural interviewing method. (Interviewing) (Hiring)

🎞 Work: Amazon/IMDb

Publishing Team — Sr. SDE (2019–2021) (Bristol, UK)

Tech lead on a team working on how IMDb data is made available to both internal and external customers.

➞ Led the way on migrating the whole of IMDb to a federated GraphQL architecture, with more than ten services, across many teams, federated within the first six months. (Typescript) (Node) (GraphQL) (Serverless) (Lambda) (DynamoDB)

➞ Launched new data products for external customers, key to the growth of this area of IMDb's business. (Documentation) (Java) (AWS) (S3) (SNS) (SQS)

➞ Qualified Amazon "Bar Raiser", meaning I was responsible for ensuring a high quality interview process and facilitating the final decision. Performed over 300 interviews for Amazon across many organizations and roles, both tech and non-tech. (Interviewing) (Hiring)

Website Team — Sr. SDE (2016–2019) (Seattle, WA)

Tech lead building and operating IMDb's high scale website.

➞ First engineer into a new team, defining direction and mission, and later expanding to multiple teams. (Leadership) (Product ownership) (Hiring)

➞ Started a pattern library such that a new design could be rolled out consistently across hundreds of pages. (React) (Sass)

➞ Designed an approach to breaking down IMDb's monolithic website application into a suite of applications owned by vertical program teams. (Java) (Microservices)

Content Team — SDE (2011—2016) (Bristol and Seattle)

Working on how data is contributed to IMDb, and how it is vetted for accuracy.

� Tech lead on a project to enable customers to upload images to IMDb for the first time, resulting in millions of images being uploaded. (Service-oriented-architecture) (React) (Java)

�w Owned the process of creating company-wide Java and Javascript coding standards, writing significant portions of the documents as well as gathering input from others and resolving disagreements. (Java) (Javascript)

⚜ Education

MEng Computer Science 1st class from University of Bristol (2007—2011)

� Scholarships for academic achievement from UBS Bank and Mysis Foundation.

� Netcraft award for best Computer Scientist in the second year.

Bog-standard UK education (Childhood onwards)

GCSEs, A Levels, etc.