

Matt Benton <m@mattb.tech>  
Engineering Leader, Bristol, UK

Senior full-stack developer and engineering leader with 15 years experience.

## 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

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## ⌚ 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

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## ☒ 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

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## ☒ 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

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

→ 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

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## 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.