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

Senior full-stack developer and engineering leader with 13 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) (Pairing) (Continuous integration/deployment)

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) (Kubernetes) (CDK / Cloudformation) (Terraform) (GraphQL) (Rest) (NoSQL) (SQL)

⚵ 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.

🌿 Work: Ecologi

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

Promoted to lead engineering across the company, focusing most of my efforts
onto Ecologi's climate solution funding platform. Initially managed the team,
before transitioning into being the most senior IC.

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

➜ Running process to define OKRs within engineering, creating proposed
objectives, gathering feedback from stakeholders and drafting the final plan.
(Goal Setting) (OKRs) (Stakeholder Management)

➜ Created strategy for closing key data gaps and democratising data access
across the company. (Data)

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)

➜ Overhauled testing practice to take us from a slow, manual testing and
deployment process, to one that is fully automated. (Test Automation)
(Continuous Deployment)

➜ 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)

➥ 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)