

Tell me a bit about yourself

My name is Orestis Meikopoulos. I'm a Head of Engineering, technical leader, C# & .NET content creator and public speaker. I'm originally from Volos, Greece, but I moved to Athens, Greece in 2014.

I currently hold a BSc and MSc in Computer Science and in early 2026 I am expected to finish my MBA studies.

Currently working as a Head of Engineering at Code Create, which is a Greek SME software house that implements end-to-end projects (i.e., consulting brownfield, or greenfield ones).

In my current role, I lead initiatives to evaluate potential clients to grow the company's business, leading the team responsible for preparing complete (technical and business) proposals in response to RfPs, and mentor our engineering teams to embrace modern application development practices. My focus lies not only in securing new projects but also in the technical end-to-end delivery of the new projects and the communication orchestration with the clients, and at the same time fostering a culture of continuous learning and innovation within the organization.

Just before that, I worked for around 7 years at Microsoft, where I served in different roles, starting as a consultant, working on end-to-end web solutions for a major financial services client. Then, I held the role of a Team & Chapter Lead, where I led corporate web banking teams. My contributions during that time were recognized with the Q3 MCS AC&AI Spark Award, underscoring my commitment to driving impactful outcomes. Finally, I transitioned into an Azure Engineer role. During my time there, I helped customers onboard their solutions to Azure with confidence and following best practices. I also collaborated closely with product groups to enhance Azure's capabilities and streamline deployment processes for our clients.

My familiarity with cloud platforms, particularly Microsoft Azure, complements my DevOps capabilities, enabling me to architect robust and scalable solutions. I am also 5-times Azure certified in different areas, like AppDev, DevOps, Networking, AI and Security.

Away from the office, I'm an avid contributor to open-source projects on GitHub, where I share insights gleaned from real-world experiences to empower fellow developers. I also maintain a personal blog on LinkedIn and write stories on Medium sharing my knowledge and experiences around software development topics. I also contribute to the developer community as a public speaker, during various events like Global Azure, Azure Community Groups or .NET meetups. I also volunteer as an instructor and project team mentor during various .NET academy programs held in Greece.

Motivation for joining a company

As a person with a passion for AppDev and DevOps, I am eager to join a company that would be at the forefront of innovation. In particular I would be intrigued by a company which is a pioneer in cloud & AI technology, provides the ultimate playground for me to not just apply my skills but to constantly push the boundaries of what's possible.

I am also drawn to the culture of relentless customer obsession and innovation.

The opportunity to work on groundbreaking projects, collaborate with top-tier talent, and contribute to shaping the future of AI and cloud computing is not just a job for me, but something that I'm excited to embark upon. My commitment to excellence aligns seamlessly with a company with high standards, making it the perfect platform for me to thrive, innovate, and deliver exceptional solutions.

Past projects, accomplishments and competencies showed (in STAR format)

Collaboration

Communicating effectively within the team and across teams:

- **Situation:**
 - As a Development Lead at Microsoft, I was responsible for driving a critical project for our client during the onset of the Covid-19 pandemic. The client urgently required the implementation of a new functionality to allow all their retail users to request the suspension of installment payments for housing/consumer loans and cards online, in response to the financial impacts of Covid-19.
- **Task:**
 - The task was to deliver the new functionality promptly to meet the client's urgent needs while ensuring high quality and reliability, both in web and mobile platforms.
- **Action:**
 - Led my development team and collaborated with cross-functional teams, including developers, designers, and testers, to prioritize and streamline the development process.
 - Developed a detailed project plan outlining key milestones and timelines. Implemented agile methodologies to adapt to changing requirements and expedite development.
- **Result:**

- Successfully delivered the new functionality within the tight deadline, meeting all client requirements and quality standards.
- Despite challenges posed by the pandemic, I remained resilient and focused, demonstrating a commitment to delivering results through effective collaboration within my team and through different customer teams.
- The client was satisfied with the timely delivery and effectiveness of the solution, enhancing their trust and satisfaction with Microsoft's services, and providing us with the option to win an extension of our contract for 2 more years.
- **Reflection:**
 - This experience underscored the importance of effective communication and collaboration in delivering results under challenging circumstances. By prioritizing key inputs and leveraging agile methodologies, I demonstrated my ability to meet urgent client needs and deliver high-quality solutions.
 - Although there were obstacles along the way, the commitment to delivering results ultimately led to the successful implementation of the functionality, strengthening the client relationship with my company at the time.

Drive for results

Working tenaciously to deliver on commitments, constantly seeking bigger challenges, holding yourself and others accountable:

- **Situation:**
 - In my role as a Cloud Engineer at Microsoft, I seized the opportunity to contribute to the development of a new library for the Bot Framework product team.
- **Task:**
 - The task involved working in a small team as the Technical Lead on creating a C# nuget package for consuming the Conversation Language Understanding (CLU) service in Bot Composer, filling a critical gap left by the deprecated Language Understanding (LUIS) package.
- **Action:**
 - Embraced a fast-track learning environment despite lacking prior knowledge of bot development for me and my peers.
 - Immersed myself and the team in extensive Microsoft documentation, attended numerous training sessions, and explored various resources to understand bot development and the nuances of Bot Composer.
 - Successfully developed the technical solution for the CLU package, providing a comprehensive library that allowed thousands of customers to seamlessly migrate from LUIS to CLU for their Bot Composer projects.

- Orchestrated the process of the merging of the new library to the product group's codebase, working along with the product group's engineers and the support team for providing the proper technical documentation for our customers.
- **Result:**
 - The CLU package addressed a pressing need in the market, facilitating a smoother transition for customers using Bot Composer.
 - The impact was widespread, with thousands of customers now benefiting from the migration from LUIS to CLU, showcasing the positive outcomes of my commitment to continuous learning.
- **Reflection:**
 - This experience highlights my commitment to drive for results and at the same time showing my continuous commitment to a Growth Mindset. Faced with a daunting task outside my comfort zone, I embraced the opportunity to expand my skills and knowledge rapidly. Through relentless self-learning and exploration of new technologies, I not only mastered the intricacies of bot development but also contributed to filling a critical gap in our product offering. This experience reaffirmed my belief in the power of curiosity and continuous learning as catalysts for personal and professional growth.

Customer focus

Empower every person and every organization to achieve more:

- **Situation:**
 - As a Microsoft development lead, I took on the challenge of building a complex integration system for a major Greek Bank. The objective was to integrate with Account Aggregation PSD2 APIs from three other major Greek banks.
- **Task:**
 - The task was multifaceted, requiring the creation of a system that seamlessly integrated with diverse banking APIs. The end goal was to offer customers a unified e-Banking profile, consolidating accounts and cards from multiple banks.
- **Action:**
 - Overcame the challenge of working incognito by meticulously coordinating various business and technical teams from different customer product teams.
 - Faced with insufficient API documentation, I was leading my team through a rigorous trial-and-error process to decipher the intricacies of each API.
 - Maintained a high level of communication, ensuring that everyone involved in the project (developers, customer teams, internal business stakeholders) were well-informed about the challenges and design decisions made during the project.

- **Result:**
 - Successfully delivered the system, making the bank the first in Greece to offer such a groundbreaking functionality.
 - The impact was significant, with a 16% increase in new retail and corporate user registrations, showcasing a remarkable improvement in customer satisfaction.
- **Reflection:**
 - This experience exemplifies my commitment to Customer Obsession & Focus. By spearheading the development of a solution that directly addressed the needs of our banking customers, I demonstrated a deep understanding of their requirements and a dedication to enhancing their overall experience. The successful implementation of the system not only met the client's expectations but also positioned our organization as a leader in innovation within the industry.

Influencing for impact

Successfully persuading and influencing others with effective communication:

- **Situation:**
 - While working as a Microsoft consultant, I played a key role in a pre-sales activity for a major Financial Services Institution (FSI) client in Greece, competing against industry giants like Google and Accenture.
- **Task:**
 - The primary task was to determine the optimal API Gateway solution to serve as the main entry point for the client's exposed APIs.
- **Action:**
 - Led the technical implementation team in building a robust solution using Azure API Management, addressing the specific needs of the client.
 - Presented the technical solution to the client in a compelling manner, effectively highlighting its strengths and benefits, compared to the competition.
 - Navigated intense competition, successfully convincing my team to present our solution in a way that left no room for the client to choose an alternative, orchestrating the whole PoC process in a way that Microsoft would have the upper hand.
- **Result:**
 - Triumphed in the pre-sales activity, securing a deal worth approximately 1 million in Azure consumption revenue.
 - The victory not only demonstrated the trust placed in our solution but also showcased our ability to outperform formidable competitors.
- **Reflection:**

- This experience underscores my ability to influence for impact through my actions and expertise. By meticulously designing and presenting a technical solution that exceeded the client's expectations, I instilled confidence in our team and in our capabilities and solidified our position as a trusted partner. Winning the pre-sales activity not only validated our team's proficiency but also laid the foundation for a long-lasting and mutually beneficial relationship with the client.

Judgment

Effectively scoping complex problems and using business acumen to make knowledge-based decisions:

- **Situation:**
 - While working at Microsoft as part of the retail web banking team, there was a need to update the frontend of the application from AngularJS to the latest Angular version and to assess the usefulness of all pages for end users.
- **Task:**
 - The task was to update the frontend of the application and determine which pages were necessary for migration to the new app based on end user usage data.
- **Action:**
 - Initiated the creation of a new team and project called "Business Insights Telemetry Integration" to capture user navigational and behavioral events in the legacy e-Banking frontend web application. Implemented mechanisms for gathering and extracting business insights from the captured data, using the Application Insights Javascript SDK.
- **Result:**
 - Captured and analyzed user data over a two-month period to provide the business department with insights into the usage patterns of all application pages. Based on this data, the customer business team redesigned the new application, resulting in a successful project and increased end user satisfaction for the new version of the app by 15%.
- **Reflection:**
 - This experience highlights the importance of innovation, thinking big and having judgement in addressing complex challenges. By proposing a data-driven approach to assess the usefulness of application pages and initiating the creation of a new team and project, I facilitated significant improvements in the application's redesign process and enhanced end user satisfaction. Despite initial challenges, the project demonstrated the power of thinking big and leveraging data insights to drive impactful changes.

Adaptability

Ability to deal with ambiguous and uncertain situations or problems with agility:

- **Situation:**
 - While working as a Microsoft consultant, during a critical phase of a project delivery, my team encountered unexpected challenges with the login component of the whole e-Banking system (both retail & corporate users- web and mobile).
- **Task:**
 - I recognized the urgency and importance of resolving it promptly to ensure the users of the e-Banking systems can continue signing in the applications.
- **Action:**
 - I took ownership of the problem, initiating communication with relevant stakeholders across different teams. I facilitated collaborative discussions to understand the root cause and explore potential solutions. Additionally, I proactively reached out to subject matter experts within the company and external partners to gather insights and expertise. Finally, I used the monitoring and logging tools me and my team had previously integrated into the systems to run the necessary queries and find more information about what went wrong after the latest release.
- **Result:**
 - By taking ownership and leading the effort to address the issue, we were able to identify a viable solution and implement corrective measures in a timely manner. The users of the e-Banking systems were then able to continue using the services, and we were able to meet our SLA with our external consumers, maintaining the trust and confidence of our business stakeholders to the entire Microsoft team.
- **Reflection:**
 - This experience reinforced the importance of embodying the Adaptability principle in my professional endeavors. By taking initiative and acting in the best interest of the entire company, I not only contributed to the success of the particular customer, but also strengthened relationships and fostered a culture of accountability and collaboration within the organization.