Pedro Santos

+34660167242 • pedro.santos.personal@gmail.com • www.linkedin.com/in/pedros • Madrid, Community of Madrid, Spain

Professional Profile

Software Engineer with 20+ years leading high-performing software teams and driving technical excellence. I specialize in Code renovation and modernization, DDD, TDD, Refactoring, software architecture, Test Automation, CI/CD, code quality, and technical processes to accelerate delivery and improve code quality. As the author of Agile Technical Practices Distilled, I empower organizations to master agile engineering and achieve measurable improvements in their processes.

Work Experience

Distinguished Engineer
Vista

01/2023 – Present
Barcelona

- Working as a domain Tech Lead and as a technical coach in the Marketing domain.
- I love the mix of delivery and coaching. This keeps my feet solid on the ground and, at the same time, allows me to help improve the software engineering practices in Vista.

Co-Founder- CTO
CoKaiDo

01/2019 – 12/2022
Barcelona, Catalonia, Spain

- CoKaiDM defines itself as a technology talent accelerator.
- We designed a training path to help companies reach the highest quality standards in software development and IT Engineering practices, based on the book "Agile Technical Practices Distilled" written by our co-founder Pedro Santos.
- Projects: Voxel - Technical coach (2019-2020) Wallapop - Technical coach (2019-2020) LIFULL Connect - Technical coach (2019-2020) AudienseCo - Technical coach (2020) Iberia · IAG - Lead Software Architect (2022)

Principal Software Engineer
Vista

11/2020 – 04/2022
Barcelona, Catalonia, Spain

- Working as a squad Lead in Personalization and as a technical coach across the organization.
- Work on the squad level is mostly front end in REACT and Typescript, using Terraform to deploy to AWS. Backend work is mostly in GoLang using AWS Lambdas and other AWS infrastructure.
- Love the mix of delivery work and coaching work. This keeps my feet solid on the ground and at the same time allows me to help improve the software engineering practices in Vista.

Principal Software Engineer
ASOS.com

03/2018 – 12/2018
London, United Kingdom

- Responsible for Software Engineering across ASOS E-commerce platform (Orders, Bag, Pricing, and Promotions).
- I work closely with teams to identify and implement best tools, technologies, and practices.
- Coach, mentor and empower software engineers on technical practices, object-oriented design, refactoring legacy applications, testing practices, design and architecture decisions, and career development.

Principal Consultant
Codurance

06/2014 – 03/2018
London, United Kingdom

- Redesigned the Codurance apprenticeship program. A 3-month full-time hands-on program focused on code, design, and architecture. Run the first iteration of the program.
- Moonpig - (January 2018 - March 2018) Run a software craft program on XP technical practices.
- Mango - https://shop.mango.com (September 2017 - November 2017) Worked as a consultant helping design a migration strategy from a monolith ecommerce solution to a distributed cloud-based solution
- ASOS - www.asos.com (May 2015 - August 2017) Principal Software Engineer in the warehouse and logistics platform. Principal Software Engineer in the web platform. Created and delivered the ASOS software craftsmanship program.
- Societe Generale (London) - www.societegenerale.co.uk (June 2014 - April 2015) Worked as an embedded software crafter in teams to help improve their development processes by continuously training and mentoring them in XP practices.

Founder, developer
LetsBasket

09/2010 – 12/2016
Barcelona

- I have a few apps published in Apples's app store and Googles's Google Play.
- https://itunes.apple.com/us/app/letsbasket+-your-hoop-stats/id460185648
- https://itunes.apple.com/us/app/football-stats-more-lets4football+/id593996707
- https://itunes.apple.com/us/app/letscompref/id769406191

Tech Lead
Global Radio UK

12/2012 – 06/2014
Reading, UK

- Order processing system.
- In this project I was responsible for leading/coaching/ mentoring Software Engineers making sure the work was delivered while meeting the quality standards.
- This was a very much hands on role where I would be coding with the team, and often parachuting to help.
- I was also heavily involved in team growth and recruiting.
- The project was developed by following a Behavior-Driven Development (BDD) approach and agile techniques (Kanban).
- C#, .Net 4.5, MVC 4, Entity Framework 6.0, SpecFlow, Jenkins

Software Engineer
triAGENS

09/2012 – 12/2012
Barcelona

- Worked as tech lead on an app called Instacard (https://itunes.apple.com/es/app/pixum-instacard-fotos-als/id547183491).
- I was responsible for all IOS development in ObjectiveC/Cocoa.
- I lead a team of external contractors on a very tight delivery schedule making sure we didn't compromise quality due to schedule constraints.
- I would often parachute to help fix critical issues like threading and memory consumption, both during development and in production.

Software Engineer
Spenta Consulting

09/2011 – 08/2012
Barcelona

- Worked on Beezy (http://gobeezy.com/) a corporate social network implemented in Microsoft technologies.
- Developed the IOS client for Beezy.
- Championed XP Practices adoption in the company and technology changes that would break the dependency the solution had on SharePoint.
- My main challenge was to mentor/coach a team of very experienced SharePoint developers to break their ties with it and explore other designs/architectures.
- Implemented agile practices such as: Iteration planning, code refactoring, active stakeholder participation, burn down tracking, retrospectives, pair programming, daily stand up meetings, deliver frequently and development using BDD.
- Tools to support these practices: Jenkins, MSBuild, NUnit, Mercurial, RhinoMock, VS2010, Cucumber, XCode, RESTKit, Objective-C.

Product Leader
NTR Global

09/2010 – 05/2011
Barcelona

- NTR was a Spanish startup that had had a very fast growth quickly expending into Europe, USA and Asia.
- They where a Logmein competitor offering a very similar product.
- When I joined, I found a burn out team that had taken massive tech debt.
- My immediate approach was to act as a team shield making sure they were able to work on a steady pace.
- This gave the team enough breathing space to start tackling the tech debt problem and go back to a more sane development cycle.
- My technical involvement was limited to high level architecture decisions.
- Main technologies: ASP.Net MVC, NHibernate, RabbitMQ, SQL Server, MongoDb, Javascript RIA.

Software Engineer
Spenta Consulting

12/2008 – 09/2010
Barcelona

- Worked on a large eGovernment project for the Basque regional government lead by Microsoft.
- Implemented agile practices such as: Iteration planning, code refactoring, pair programming, daily stand up meetings, deliver frequently and development using TDD.
- Tools to support these practices: TFS 2008, MSBuild, MSTest, moq.

Consultant Contractor (Owner)
2BeWiser

03/1994 – 11/2008
Europe

- Volvo IT (Gent, Belgium) 2008 Designed and developed a HR web based workflow solution.
- Philips PBC (Hilversum, Netherlands) 2005 Designed an orchestration solution to be used in a Serviced Oriented Architecture (SOA) framework for Philips Netherlands.
- Sogeti (Culemborg, Netherlands) 2004 Designed a solution for the Netherlands Post Office this solution used .Net in the client and J2EE for the server.
- MacGregor (Madrid, Spain) 2004 Worked in the Quick response queue unit, responsible for fixing the most urgent problems.
- VivaEstates (Marbella, Spain) 2004 Worked on a workflow solution for sales automation.
- Solvay (Lisbon, Portugal) 2003 Designed and developed a workflow solution for internal QA.

Tech Lead
Vueling Airlines

05/2007 – 08/2008
Barcelona

- Lead the development of a SOA based solution for overnight ticket processing.
- In this project our main goal was to divide a monolithic legacy application into multiple autonomous services.
- The monolithic solution usually consumed 8-12 hours to process data generated during 24 hour periods of ticket reservations, new solution 5-15 minutes for the same workload.
- Apart from the performance boost the new solution was also more maintainable, unit tested, using a automated build and deploy, more scalable and more resilient to fails.
- Implemented agile practices such as: Iteration planning, code refactoring, active stakeholder participation, burn down tracking, retrospectives, pair programming, daily stand up meetings, deliver frequently and development using TDD.
- Tools: Nant, CruiseControl.NET, MSBuild, NUnit, MBUnit, SVN.

Sr. Solution Developer
Avanade

08/2006 – 05/2007
Barcelona

- Tech lead

Software Engineer
Sogeti

09/2005 – 08/2006
Barcelona

- Main responsibility was to start a team focused on Microsoft technologies such as: .Net, Sharepoint and Biztalk.
- This team was responsible for winning and then successfully implement solutions in clients such as Fundacio La Caixa, Agencia Catalana de la Agua and Bancaja.

Trainer
Rumos

12/2002 – 02/2004
Lisbon

- My main responsibilities involved training developers in Microsoft .Net Technologies; I worked as a freelance trainer for this company on a course-by-course contract.
- Courses lectured: MOC 2710, MOC 2557, MOC 2373, MOC 2524, MOC 2310, MOC 2389, MOC 2549, MOC 2565, MOC 2415, MOC 2350, MOC 1905

From Software engineer to Tech Lead
Infordesporto

05/1994 – 12/2002
Lsbon

- Design and development of software solutions for collecting and displaying sport statistics on TV and latter on the web.
- http://www.ojogo.pt
- http://www.sporting.pt
- http://www.fcporto.pt
- http://noticias.uol.com.br/pelenet/

Education

MSc, IT *09/2003 – 06/2006*
University of Liverpool Liverpool

Bac, Managment *10/1990 – 12/1993*
Universidade Lusofona Lisbon

Concepção e Supervisão de Sistemas de Informação em Ambiente Apple/Macintosh, Information Technology *11/1994 – 12/1994*
FUNDETEC/RUMOS Lisbon

HighSchool, HighSchool *01/1980 – 12/1989*
Colégio Moderno Lisbon

Certifications

Microsoft Certified Solution Developer MCSD1: Microsoft .NET –

Skills

- Technology Leadership
- Coaching & Mentoring
- Big-Picture Thinking
- C#
- Rust
- Typescript
- Java
- Kotlin
- F#
- Python
- Distributed Systems
- Software Architecture
- Domain-Driven Design (DDD)
- Test-Driven Development (TDD)
- Cloud Platforms (AWS, Azure)
- CI/CD
- Test Automation
- Technical Coaching
- React.js
- Refactoring
- Legacy Code Modernization
- Microservices Architecture
- XP Practices
- Behavior-Driven Development (BDD)
- Pair Programming
- Serverless Architecture