

## Contact

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(LinkedIn)

## Top Skills

Technical Leadership  
Engineering Leadership  
Architecture

# Armand Szoke

Senior Engineering Manager / SDM, ex-Team Lead, ex-Full Stack Developer, with focus on Security, DevOps, AWS and architecture.  
Snodland, England, United Kingdom

## Summary

As a Software Development Manager at Watchfinder, I lead a team of three Team Leads and two Engineers, delivering high-quality software solutions for the luxury watch industry. With over 13 years of engineering experience, out of which more than 7 years of management experience, I have a strong background in .NET, TypeScript, Node.js, Python, Rust, and infrastructure as code (IaC) tools such as AWS CDK and Terraform.

My core competencies include security, DevOps, AWS, and architecture, as well as agile methodologies, project management, stakeholder management, and team development. I am passionate about ensuring the security, reliability, and scalability of our software systems, while also fostering a culture of collaboration, innovation, and continuous improvement within our team. I am always eager to learn new technologies, frameworks, and best practices, and to share my knowledge and expertise with others.

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## Experience

The Gym Group  
Software Development Manager  
March 2025 - Present (4 months)

Watchfinder  
8 years 3 months  
Software Development Manager  
March 2021 - March 2025 (4 years 1 month)  
Kings Hill, England, United Kingdom

As an SDM, I currently manage 3 Team Leads / EMs and 2 Engineers. I have additionally previously managed outsourced (offshore) teams of up to 12. My retention rate is currently around 85%, having recruited the majority of our current team.

Further remits and achievements:

- Conducting regular audits
- Internal controls - evidence, review, and introduction of further controls
- R&D tax claims
- Security, DevSecOps and SRE management
- Architecture and code reviews
- Unblocking team members
- Candidate selection, recruitment of new members and recruitment tasks and process setup
- Mentorship, coaching and objective-setting
- 1:1s and annual appraisals
- Hands-on coding
- Vendor research and evaluation
- Adoption of best practices and well-architected reviews
- Stakeholder management
- Part of an internal transformational strategy team as a way to enhance inter-departmental communication and innovation on the middle-management level.
- Conducting training and certificate prep sessions, providing guidance and resources

### Software Team Lead / Engineering Manager

January 2017 - March 2021 (4 years 3 months)

Maidstone, England, United Kingdom

Managing a team of 4-6, my remit was to implement Scrum within our team, and investigate the potential adoption of other agile methods, including Kanban and XP.

I played a key role in collecting requirements from stakeholders and managing projects requested by the Sales, Purchasing, Aftersales and Finance departments.

Ultimately, I managed a SaaS product build and the replacement of our internal Sage integration with an SAP solution.

I also played a pivotal role integrating Watchfinder with our parent group, Richemont's working practices and operations.

Further responsibilities and achievements:

- Recruitment: increased team size to 6
- Kanban: quick adoption of new agile methodologies after evaluation of shortcomings in the original scrum setup
- Innovation meetings - framework setup and biweekly organisation
- Project estimation, capacity management and project management

- BI reporting to higher management

## MCM

### Senior Full Stack Developer

July 2013 - December 2016 (3 years 6 months)

Tonbridge, England, United Kingdom

Worked on C#.NET, JS, HTML, CSS, SASS and VB development projects, developing and modernising MCM Net's internal bespoke CMS and website offerings.

#### Further remits:

- Managing the day-to-day of the development team as a project coordinator, setting up stand-ups and internal source code management branching and further development processes and best practices
- Agile project management and execution
- High-level estimation of new projects
- Stakeholder management
- Recruitment expanding the team by 3
- Mentorship: onboarding and managing new, more junior members of the team
- Code reviews
- Manually testing new and existing websites
- Setting up site and form testing automation
- Innovation meetings - set up new platform and hosted sessions
- Training management and team readiness evaluation
- Attending and suggesting conferences to other team members

## PropertyAdd (Addactive Ltd)

### Full Stack Developer

May 2011 - July 2013 (2 years 3 months)

Crawley, England, United Kingdom

Primary developer of PropertyAdd's internal, bespoke estate agency software and SaaS offering.

#### Primary responsibilities:

- C# and VB.NET development of in-house CMS, CRM and website solutions
- JS and jQuery implementation and wide adoption on websites + HTML and CSS best practices
- Worked on an extended SDLC: from designing websites to coding them and integrating them with PropertyAdd

- Vendor evaluation and adoption of new CMS
- Open-source contributions
- SEO Optimisation
- PPC
- Customer relationship management
- Attending and facilitating demo sessions
- First and second line support
- Domain and DNS record management
- Basic VM and infrastructure management
- Design and build of a new campsite-focused website and subscription module
- In-house back-end software development
- Developed and maintained a cloud storage-based backup solution.
- Adoption of a new source code management solution (SVN)
- Website improvements based on PageSpeed Insights recommendations

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## Education

University of Debrecen

Master of Science - MS, Information Technology · (September 2004 - May 2010)

University of Debrecen

Master of Arts - MA, Teaching English as a Second or Foreign Language/ESL  
Language Instructor · (September 2004 - May 2010)