

Santiago Montiu

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EXPERIENCE

Aon, Madrid — Tech Lead

JUN 2024 - PRESENT

As Tech Lead in the Digital Placement domain, I drive technology strategy and delivery with a strong focus on simplifying processes, reducing complexity, and building scalable solutions that support the wider organization.

Lead technical initiatives within Digital Placement, ensuring robust, scalable, and maintainable solutions.

Collaborate with cross-functional teams including Security, Platform, and other technology areas to deliver unified solutions across the ecosystem.

Design and implement horizontal tools and shared services that streamline workflows and enable consistency across multiple domains.

Champion best practices in architecture, engineering, and security to improve system reliability and reduce operational overhead.

Act as a bridge between business and technology, aligning technical strategy with organizational objectives.

Cut component complexity by more than 50%, reducing maintenance overhead and accelerating development cycles.

Improved customer conversion rates by over 15% through streamlined processes and unified digital solutions.

Increased team efficiency by introducing reusable platforms and standardized practices across multiple domains.

Strengthened system security and resilience through cross-team collaboration and alignment on enterprise-wide standards.

Vidoomy, Madrid — CTO

OCT 2022 - DEC 2023

Multi-hybrid region infrastructure, full development management cycle, cost optimization, team scaling, and team alignment. Distributed engineering team.

I cut 75% of infrastructure costs while improving the performance of the current service, increasing company revenue. Professionalize the current team, from a startup way of working to a standard industry high-performance team. Opex and Capex tech management for all projects and services.

- Define the hiring process and onboarding.
- High-throughput network traffic
- Large distributed data store
- Distributed remote team

Sweep, London — CTO

JAN 2017 - OCT 2022

- Pivot the product
- Launch new products
- Scale the team
- Scale the product
- Build a PaaS aggregating and connecting all products under the same platform.
- Build a diverse and open cultural team
- Define tech vision
- Raise 1.5M£

Sweep it's a B2B PaaS financial solution, that provides an account payment solution, a bulk international payment solution connected to your financial system and an expense management solution.

Interviews, external providers management and quality control, freelance and contract roles.

I am leading the technical part, defining, analyzing, building and delivering the product.

Sngular, Madrid — Engineering Manager

MAY 2017 - DEC 2021

Create, motivate, mentor, scale and lead distributed software development teams.

I motivate and coach my team through regular 1:1s, feedback sessions and performance reviews through OKRs and SMART. Support my team in setting and following the operational processes, engineering principles and standards.

Tech certifications, events around the globe, and internal workshops. Also mentoring and internal bootcamps.

We have duplicated our dev team alongside in a matrix organization. In different cities (Seville, Oviedo, Cáceres and Madrid). Working on several projects leading up to ten engineers directly. Building teams from scratch when required.

JobAndTalent, Madrid — Software Engineer

JAN 2016 - DEC 2016

We create our container to add public and private custom modules to build our multi-platform (mobile, webmobile, desktop).

We use continuous deployment, microservices, small teams, scrum, ...

We are a matrix organization; working like the Spotify model.

TAPTAP Networks, Madrid — Software Engineer

MAY 2014 - JAN 2016

We build relevant audience segments for brands based on the location patterns of mobile devices. Combining location technology, geo-fence strategies, and innovative creative formats, our team maximizes consumer engagement by using geo-profiles layered with contextual data to deliver the right message to the right consumer at the right time.

An end-to-end mobile solution with hyperlocal targeting, we connect brands with audiences and drive foot traffic. Internal statistical data model to improve current performance.

I learn a lot about the advertising environment, launching the first mobile DSP in Spain.

iHOLA!, Madrid — Software Engineer

JUL 2012 - MAY 2014

Hola.com and Hellomagazine.com are the female leading internet portals. Daily news about movie stars, music, fashion trends, beauty tips, recipes, lifestyle, and present major royal houses of the world.

Upgrade the overall performance of the website by more than 55%.

I launched ca.hellomagazine.com (Canada) developing a proprietary CMS from scratch and multiple advertising third-party systems.

Incita(Scientific Institute of Innovation and Applied Technologies), Zaragoza — Software Engineer

JUN 2011 - JUL 2012

Develop an eGovernment: payment gateway, electronic register, electronic notice, jury, secure document archive, electronic signature, and management schools. This project was for the Government of Aragon (Spain).

RD Ruben, Zaragoza — Software Engineer

JAN 2011 - JUN 2011

Practice Degree in Development of Computer Applications. Help to build a national car dealership e-commerce platform.

BityVip, Madrid — Software Engineer

JUN 2010 - JAN 2011

Collaborative Social Network for sharing content (URI).

EDUCATION

The Power MBA, Madrid — Master of Business Administration- MBA

U.N.E.D, — Computer Science

Lycée Français, Zaragoza

IES Miguel de Molinos, Zaragoza

INTRODUCTION

I have over 15 years of experience in software engineering, and web development, with a passion for building innovative and scalable solutions that create social impact.

I love to mentor and learn from others, and I foster a culture of collaboration, diversity, and excellence among my team. I coach my team through regular 1:1s, feedback sessions, and performance reviews, and support them in setting and following the operational processes, engineering principles, and standards. I also participate in tech certifications, events, and workshops, and share my knowledge and insights as a technical trainer.

SKILLS

- Scalability - Distributed Team Management - Mentoring - Cross-functional team leadership

AWARDS

BBVA

Award-winning project concerning the value of "We think big" Building opportunities. [More info](#)

LANGUAGES

English Spanish French Chinese