Santiago Montiu

Madrid, Spain · (+34) 634 54 73 74 · montiu.torguet.santiago@gmail.com · https://montiu.com

EXECUTIVE SUMMARY

Technology Executive (CTO / CPTO) with 15+ years leading engineering organizations, scaling digital products, and driving technology strategy across fintech, adtech, enterprise SaaS, and multi-region platforms. Proven track record reducing infrastructure costs, building high-performance teams, launching new products, and aligning tech and business roadmaps to accelerate growth, profitability, and delivery.

SELECTED ACHIEVEMENTS

- **Reduced infrastructure costs by 75%** while improving performance and delivery capacity (Vidoomy).
- **Raised £1.5M** and built a scalable PaaS powering multiple B2B fintech solutions (Sweep).
- **Cut component complexity by 50%** and improved customer conversion by 15% through unified platform strategy (Aon).
- Scaled engineering organizations across several countries, implementing modern processes, SRE/DevOps, and reusable platform components.

CORE EXECUTIVE SKILLS

Leadership & Strategy

- Technology Vision & Roadmapping
- Product–Tech Alignment & CPTO Strategy
- Executive Stakeholder Management
- Budget Management (Opex/Capex)
- Organizational Design & Scaling
- Hiring, Talent Strategy & Coaching

Technology & Architecture

- Distributed Systems & Microservices
- Cloud Architecture (Multi-region)
- High-throughput & Low-latency Platforms
- Data Architecture & Large-scale Storage
- DevOps/SRE, CI/CD, Observability
- Security & Compliance (ISO, GDPR)

Business & Operations

- KPI/OKR Definition

- Vendor & Partner Management
- Enterprise Delivery Management
- Change & Transformation Leadership

EXPERIENCE

CTO — Vidoomy, Madrid

Oct 2022 – Dec 2023 Adtech company delivering high-performance, high-volume digital advertising infrastructure.

Key Achievements: - Reduced infrastructure costs **75%** while improving system performance and platform reliability. - Scaled and professionalized the engineering team from startup-level processes to an industry-standard, high-accountability organization. - Managed multi-hybrid region architecture supporting high-throughput traffic and real-time data processing. - Defined hiring, onboarding, and talent development frameworks. - Full ownership of Opex/Capex and vendor negotiations.

CTO — Sweep, London

Jan 2017 – Oct 2022 B2B PaaS fintech platform enabling international payments, expense management, and financial workflows.

Key Achievements: - **Raised £1.5M** and led end-to-end technology strategy, product architecture, and delivery. - Launched new products, pivoted legacy platform, and scaled the product to enterprise-level usage. - Built a unified PaaS connecting all business lines under one fully integrated platform. - Scaled engineering and product teams, establishing a diverse and high-performance culture. - Oversaw external vendors, contractors, and QA processes.

Tech Lead — Aon, Madrid

Jun 2024 – Present Leading technical initiatives within the Digital Placement domain of a global enterprise.

Key Achievements: - Cut component complexity **50%**, reducing maintenance overhead and boosting delivery speed. - Improved conversion rates **15%** by unifying digital experiences and simplifying workflows. - Designed horizontal tools and shared services reused across multiple teams. - Strengthened system resilience and security through cross-functional initiatives. - Acted as bridge between business objectives and technology execution.

Engineering Manager — Sngular, Madrid

May 2017 – Dec 2021 Global consultancy delivering software engineering at scale.

Key Achievements: - Built and led distributed engineering teams across several Spanish cities. - Duplicated the development organization through hiring, mentoring, and performance management. -

Implemented OKR/S.M.A.R.T. frameworks, 1:1s, coaching, and operational standards. - Led internal bootcamps, certifications, and training programs.

Software Engineer — JobAndTalent, Madrid

Jan 2016 – Dec 2016 High-growth startup applying microservices and continuous deployment.

Software Engineer — TAPTAP Networks, Madrid

May 2014 – Jan 2016 Adtech platform leveraging geolocation and contextual targeting.

Software Engineer — ¡HOLA!, Madrid

Jul 2012 – May 2014 Launched ca.hellomagazine.com and improved platform performance by 55%.

Software Engineer — Incita (GovTech), Zaragoza

Jun 2011 – Jul 2012 Built eGovernment systems for the Government of Aragón.

Early Engineering Roles (2010–2011)

- RD Ruben — Software Engineer
- BityVip — Software Engineer

EDUCATION

- **MBA — The Power MBA, Madrid**
- **Computer Science — U.N.E.D.**
- Lycée Français, Zaragoza
- IES Miguel de Molinos, Zaragoza

AWARDS

- **BBVA — "We Think Big" Innovation Award** Project recognized for innovation and value creation.

LANGUAGES

- English — Professional
- Spanish — Native
- French — Professional
- Chinese — Basic