

Adrián Moreno Peña. Engineering Leader

Work experience

2025- now

Head of Engineering [Worksome](#). Copenhagen (Denmark)

Leading Product, Engineering & Design (11FTEs), building a SaaS product offering a Freelance Management System and marketplace to business clients.

Overseeing technical excellence as well as product strategy and roadmap, with close collaboration with Operations and Commercial teams.

Driving adoption of gen-AI tools and processes, such as code generation, AI-assisted data analysis and DevOps tooling to automate operations with agentic coding.

2021- 25

Engineering Manager → Director of Engineering → **VP of Engineering, Tribe Lead** [SumUp](#). Copenhagen (Denmark)

Guided a cross-functional team of 30 members across 4 teams to evolve a SaaS platform by driving alignment on the technical roadmap and ensuring clear stakeholder management.

Drove >2M€ recurring revenue, with responsibility on the P&L for the business unit, overseeing the strategy, product and technical roadmap and execution, including Go-To-Market efforts.

As VP of Engineering, established the global Incident Response process, connecting with Engineering, Governance, Risk and Compliance and Operation teams (~900 FTEs). Revamped the global status page architecture and communication.

- Maintained yearly recurring SaaS revenue through a brand and platform migration, and introducing a new subscription plan.
- Increased >20% MAU by introducing a new product line, including backend, web and mobile applications.
- Reduced time required to coordinate incidents by >60% by using a AI-assistants and a codified process.
- Mitigated regulatory risks and improved collaboration across functional areas around business-critical services, in ≈1000 incidents.

2019-21

Technical Lead → Engineering Manager [VanMoof](#). Amsterdam (Netherlands)

Solidified the technology infrastructure for a Direct-To-Consumer brand by insourcing the e-commerce and subscription platform, including integration with ERP and CRM, and other customer facing and internal portals using in the vertically integrated brand experience. Led external and internal teams, managing and coaching employees and and structuring the team during hyper-growth phase.

- Improved CI/CD times for e-commerce by >50%, reducing downtime by >70%.
- Led automated QA and code standardization efforts, lowering production defects by 30%.

2017-19

Technical Lead [Emakina.NL](#). Amsterdam (Netherlands)

Technical Lead for the largest contract the agency had got, an international e-commerce, CRM, integration and service platform in the Salesforce ecosystem (SFCC, Service Cloud, Mulesoft). Guiding on best practices, overseeing the technical execution and scoping of projects and integration of deliverables, including enterprise architecture and accessibility requirements. Collaborating with the Marketing team on improving the e-commerce KPIs and ad spending.

- Championed accessibility improvements, achieving WCAG 2.1 level AA compliance.
- Integrated with PIM and DAM systems, lowering time to market new campaigns.

2015-17

CTO [Pocket Media](#). Amsterdam (Netherlands)

Led the technology team (15 FTE) in developing a new SaaS platform for native advertising across Android, iOS, web, and Unity. Defined product roadmaps, milestones, and talent acquisition plans, aligning with company strategy and vision as part of the management team.

- Architected of a new self-service platform for publishers of a Native advertisement library (with clients for Android, iOS, web, Unity).
- Operated in-house applications and games with thousands of DAU.
- Performance improvement of +1000% (by re-platforming PHP → Golang).

2015

Senior Mobile Applications Developer

[The Mobile Company](#). Amsterdam (Netherlands)

Developed innovative new apps for iOS and Android (Bluetooth BLE beacons technology), and maintained apps (including top Dutch apps).

2011-15

Co-Founder, Technical Lead [Zadia Software](#). Santiago (Spain)

Co-Founded a bootstrapped development studio, leading and coordinating a team of up to 5 engineers, while doubling the revenue every year. Providing IT and consulting services focused on web and mobile development.

- Spearheaded the entire sales process from initial client contact to project proposal delivery, resulting in a 100% YoY revenue growth.
- Drove technical execution of web and mobile applications development by coordinating a team of 5 engineers.

2007-11

Analyst Programmer [Bahía Software](#), [Coremain](#). Santiago (Spain)

Information

Name	Adrián Moreno Peña
Birth	June 4 th , 1986
Nationality	Spanish
Languages	Spanish, Galician (native); English (full proficiency); Danish, Dutch, French, Portuguese (basic)
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Online	in G S

Skills

Hard skills (>10years)

- Programming technologies: native mobile iOS & Android, responsible web, Javascript/Typescript, PHP, Java...
- DevOps/SysAdmin: Infrastructure as Code (ie: Terraform, CDK), observability (logs, metrics, traces), cloud and on-premises computing.
- UX and accessibility (including compliance).
- E-commerce, Content Management Systems and CRM: Salesforce, Wordpress, Drupal, Magento, ...

Management (>10 years)

- Coaching and personal development: 1 on 1 with direct reports, skip-level sessions, mentoring across other teams.
- Career framework design: defining engineering levels (including Engineering Managers), including expectations on hard skills and behaviours.
- Manager of teams; manager of managers.

Techniques (>10 years)

- Agile methodologies (Scrum, Kanban, etc).
- Continuous Integration & Delivery (CI/CD).
- Vendor selection and contract negotiation.
- Product management.
- Roadmap alignment.

Education

Master in Projects Management
[University of Santiago de Compostela](#). Spain

Technical Engineering in Computer Systems

[University of Santiago de Compostela](#). Spain

Specializations: Internet and Networking.

Courses & other

Team Leadership Program for Directors
The Performance Coach, 2016

Experience in public speaking: Podcast guest, Toastmasters, Meetup/ conference speaker

Teaching experience

Management board member of sport clubs: Campo da Angustia football club, Amsterdam Triathlon and Cycling Club, /tri club denmark triathlon club).