

# LEO SECCIA

## ENGINEERING MANAGER



Bristol



leo@materialiser.co.uk



+44 7904 993550

With two decades in the industry, I bring a deep understanding of both the technical and practical aspects of software engineering. I have consistently demonstrated strong leadership in managing teams to deliver high-quality products on time and within budget, driving impactful initiatives and significant business value. As a proactive problem-solver with a hands-on approach, I thrive in dynamic and challenging environments. Passionate about staying current with the latest industry trends and technologies, I'm dedicated to continually improving processes and delivering innovative solutions that surpass expectations.

## EXPERIENCE

### ENGINEERING MANAGER | CONTENT PLATFORMS

#### JustEat Takeaway, Bristol (UK)

August 2023 - Present

Leading the **Content Platforms** team, responsible for the global CMS and associated web capabilities serving 16 markets.

- **Strategic Leadership & Delivery:** Led the successful CMS migration initiative from Sitecore to Sanity, saving over £1.5 million in infrastructure costs over three years while ensuring operational stability and expanding capabilities across all territories. Successfully managed the transition ahead of contract renewal, implementing an interim solution to avoid vendor overlap.
- **Cost Savings & Efficiency:** Spearheaded a third-party partner offboarding initiative, delivering £4 million in annual savings. Led the development of a new Next.js frontend, contributing significantly to infrastructure cost reductions.
- **Team Management & Health:** Managed and motivated a team of six engineers and multiple contractors, fostering a highly engaged environment reflected in outstanding team health scores. Successfully recruited and onboarded new team members.
- **Technical & Product Oversight:** Balanced technical and product responsibilities effectively, particularly during a period without dedicated product management support, ensuring continuity. Introduced a structured approach to managing technical debt, integrating reduction efforts into sprint planning without compromising velocity.
- **Platform Responsibility:** Oversaw tier-1 solutions including SEO landing pages (generating 18M+ monthly sessions, 3M orders, 160k new users), legal pages, and ~200,000 partner microsites globally. Managed 24/7 support for critical components.
- **Stakeholder Management:** Established and nurtured crucial relationships with key stakeholders, including successful negotiations for the new CMS (Sanity). Reported to the Head of Engineering.
- **Process Improvement:** Identified areas for technical enhancement and implemented numerous improvements beyond the planned roadmap. Brought development in-house, managing consultant/contractor relationships.

## **CONTENT DEVELOPMENT MANAGER & MENTOR**

**Karat, Seattle (US)**

January 2022 - February 2023

- Mentored content development engineers and led weekly mentor meetings.
- Architected and implemented the DocOps development process.
- Conducted over 200 technical interviews and created technical interview questions.
- Exceeded all personal OKRs in every quarter.
- Managed content pre-release and release processes, improving pipeline documentation.
- Created the Content Development Style Guide for the team and SMEs.
- Hired and managed up to 10 subject matter experts concurrently.

## **SENIOR SOFTWARE CONSULTANT | INNOVATION**

**LexisNexis, London (UK)**

June 2012 - December 2021

- Managed the core Drafting team and guided backend/server teams within the Innovation group.
- Led the architectural design and development of the award-winning LexisDraft product.
- Developed serverless solutions, introduced Agile methodologies, established coding standards, and contributed to international product adoption and AI/ML strategy.

## **SOFTWARE ARCHITECT & DEVELOPER**

**Advent-IT | Schoolcomms, Shoreham-by-Sea (UK)**

February 2007 - March 2011

- Led the architectural design and development of Schoolcomms.
- Architected and developed Microsoft stack solutions for research, healthcare, and education sectors.
- Assisted the Managing Director with business development, strategy, and recruitment while overseeing the full SDLC.

## **SOFTWARE DEVELOPER**

**Synchronica, Bodiam (UK)**

July 2004 - January 2007

- Developed products and customizations for mobile devices, implementing synchronization and device management technologies (SyncML gateway).
- Implemented and maintained internal systems (Microsoft SharePoint, CRM).

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# **EDUCATION**

## **BSC(HONS) SOFTWARE ENGINEERING**

University of Brighton

2002 - 2006