Angelos Devletoglou

Software Engineering Leader | HoE | CTO | SEM

Technology leader with a proven track record of delivering large-scale, high-impact software platforms across diverse industries. With a deep understanding of software engineering, cloud architecture, AI/ML and DevOps practices, I have led teams through start-up, scale-up, and enterprise stages.
Looking forward to securing a senior management role to drive technology strategy and innovation, inspiring and empowering people in an organisation committed to creating a positive social impact and driving business success.

Highlights of Expertise

- Software Development & Delivery
- Cloud Engineering Strategy
- AI/ML/LLM Enablement
- Product Development
- Start-up, Scale-up, Enterprise
- DevOps Culture Transformation
- Talent Development & Acquisition
- Leadership & Mentoring
- Technology Road-Mapping
- Cost Centre Budgeting
- Quality & Compliance
- PE Acquisition & Due Diligence

Career Achievements

- **Led the development** of cloud-native platforms with revenues of up to **$35M** that optimized data acquisition, extraction and processing for global clients, improving scalability and **reducing operational costs** by 20% to 50%**.**

- **Successfully launched an AI & ML-powered product**, positioning a **$2.1M seed-funded company** as a leader in data-driven innovation. This product provided clients such as CondeNast, Sony, and Nogin with daily actionable insights, boosting their competitiveness and increasing certain product category revenues by over **100%.**

- **Increased team productivity by 200% in my first year** by creating a culture of empowerment, defining a clear technical strategy, shift-left mindset and utilising metrics and KPIs to maintain accountability. This resulted in faster time-to-market for new features and improved overall service reliability.

Leadership Philosophy

- Foster a culture of continuous learning and innovation, where teams are empowered to take ownership and accountability, driving both individual and collective success.
- Mentor and develop high-performing teams by aligning personal growth with company objectives, ensuring engineers are motivated and engaged in delivering high-quality, impactful solutions.

Technical Proficiencies

- Software Language agnostic (Javascript, Python, Ruby, PHP, Clojure)
- Cloud platforms (AWS for product, GCP for data, Azure for enterprise AI/ML models)
- AI Tooling (OpenAI, Claude, Langfuse, IDE addons),
- Data technologies (Airflow, Kafka, Dynamo, Eventbridge, SNS, PosgreSQL, BigQuerry, Pinecone),
- DevOps tools (Kubernetes, Terraform, CircleCI, Jenkins)
- Developer metrics (Swarmia)
- Monitoring & Alerting (Datadog, NewRelic, Elasticsearch)

Career Experience

Baresquare, London (12/2021 to 12/2024)
Head of Engineering

Led the development of a B2B eCommerce analytics, insights generation & AI agent within a seed-funded startup (Team of 15)

- Led a cross-functional team of data engineers and developers in building a cutting-edge data platform, empowering customers with actionable insights written in natural language, root cause analysis reporting, and integrated collaboration tooling. Drove an **increase in platform reliability and scalability**.

- Spearheaded a comprehensive migration to a microservices architecture on **AWS** and **GCP**, optimizing **system performance**, **reducing unit costs**, and **accelerating delivery throughput by 200%**. Introduced robust cloud-native solutions that ensured seamless scalability and enhanced security.

- Restructured teams into specialized domains streamlining processes and **enhancing developer experience** (DX)

- Fostered a **"shift-left" culture** by integrating early testing and automation, **reducing production issues by 30%** and ensuring high-quality releases.

Tech stack: OpenAI, Python, Node.js, React, SNS, SQS, Lambda, Fargate, Eventbridge, BigQuery, PostgreSQL, CircleCI, Terraform, Auth0, Datadog

Checkatrade, Portsmouth (07/2021 to 12/2021)
Head of Development

Led the team developing and operating the #1 marketplace platform that enables consumers to find the right traders for their home improvement projects. (Team of 70)

- Overhauled the **hiring process** to enhance fairness, diversity, and inclusivity while streamlining procedures for greater efficiency.

- Defined clear job descriptions and responsibilities across the Development team, effectively **managing uncertainty** during a period of organizational change.

- Fostered **stronger communication and collaboration** between managers in a **hybrid, multi-location setup**, and reduced meeting overload, empowering engineers to focus on collaboratively solving the most pressing issues.

Sainsbury's DTD, London, UK (06/2020 to 07/2021)
Engineering Manager

*Led a cross-functional team, delivering **centralised services** for commercial users and B2B partners, enhancing **user management**, **contact profiling**, **authorisation**, and **personalisation** capabilities (Team of 10).*

- **Re-defined** the product and technical strategy, resulting in a **transition from external partners** to a **high-performing, long-lived internal team** that **reduced OPEX** and achieved **seamless handovers** and consistent delivery within four months.

- **Implemented** and strengthened **DevOps practices**, including **CI/CD pipelines**, **"shift-left" testing**, **security**, and **service management automation**. Established **runbooks**, **on-call rotations**, and a **"you build it, you own it"** mindset.

- **Fostered** a culture of **collaboration, continuous improvement**, and cross-team relationships. **Promoted learning** and experimentation with new technologies, including **Kafka, RabbitMQ, AWS SQS, Python, Flask, Node.js, React,** and **GraphQL**.

Maru Group (acquired by Stagwell), Southampton (10/2016 to 05/2020)
CTO UK

Provide executive-level leadership whilst overseeing the core SaaS market insights platform of the firm, including the transformation, development, and succession planning of the technology function. **$35M Annual Revenue**. *(Team of 50)*

- Lead the transformation to a DevOps culture, empowering local and dispersed cross-functional teams to take full ownership of their products across the entire SDLC while adhering to **high-security and compliance standards**.
- Introduced **cloud-first architecture**, a CI/CD pipeline, multi-region availability zones on AWS, offering high-availability, scalability and information security on a tight budget.
- Contributed towards building the foundation of two new subsidiary business units i.e. Maru/Blue and Maru/HUB by launching two platforms within two years' time.
- **Saved £20k** of OPEX by rearchitecting our infrastructure and migrating to a new datacentre.
- Grew team from **30 to over 50** onboarding newly acquired teams and hiring overseas personnel, increasing the development bandwidth and enabling the development of new products.
- Spearheaded the creation of an **innovation incubator** creating apps such as Alexa powered voice surveys, a Facebook Messenger bot, Beacon geofencing, AR/VR experiences, Contactless feedback triggers and many more.
- Developed and launched behaviour and **emotion capture feedback capabilities** working with industry experts to incorporate algorithms into our proprietary insight technology platform.
- Launched auto-translation, voice sentiment analysis microservices utilising Azure and Google Cloud **AI & machine learning services**.

eDigitalResearch (acquired by Maru), Southampton (09/2010 to 10/2016)
Director of Technical Operations

Led all technical consultation, operations and project delivery of the market research agency that focuses on delivering insights at speed through its proprietary SaaS technology platform. (Team of 30)

- Headed a team of four project managers and 25 individual contributors, designing, building and maintaining client solutions ranging from **£200k - £1.5M ARR**.
- Accomplished in **generating 20% YoY profits** by delivering projects and enterprise-wide technologically supported initiatives.
- Developed **award-winning Customer Experience Management programs** in collaboration with client services leaders and client stakeholders.
- Designed and implemented the end to end JIRA ticketing system for helpdesk, product support, delivery and engineering teams with **automated reporting of metrics and KPIs**.

Software Developer positions (08/2004 to 09/2010)

Education & Credentials

Professional Development: Leadership Trust (2014); Qudos Management Training (2013), ISO27001 Certificate
Bachelor of Science in Internet Technology from the University of Portsmouth, UK (2003)

Associations: British Model Flying Association instructor, RC aircraft and UAV pilot.