

Esteban Saiz

P: +34687687688 W: <http://estebansaiz.com> M: job@estebansaiz.com

PROFILE

Engineering Manager with 20+ years of experience in front-end software engineering, proven expertise in scaling teams and implementing modern web solutions within multinational environments. Recognized for strategic leadership, cross-functional collaboration and driving continuous process improvement to deliver business-critical outcomes.

SKILLS

Leadership & Management: People management, team growth and retention, cross-department communication, agile methodologies (Scrum, Kanban), mentoring, onboarding and talent development, project management

Process & Strategy: Strategic analysis, requirements documentation, process optimization, stakeholder alignment, release management

Personal: Teamwork, attention to detail, emotional intelligence, adaptability and critical thinking

TECHNICAL SKILLS

Front-End Frameworks & Libraries: Vue.js, Angular, React, TypeScript (advanced), JavaScript (ES6+)

Web Technologies: HTML5, CSS3, SASS/LESS, Responsive Design, Accessibility (WCAG), SEO

Architecture: Systems Design, Data Analysis, Component-Based Design, Modularity, Scalability,

Testing & Quality: Jest, Karma, automated testing, code quality metrics, performance profiling

DevOps & Tooling: CI/CD pipelines, GitHub/Git, Webpack, Gulp, Docker, npm, Jenkins

Performance & UX: Core Web Vitals, Cross-Browser Compatibility, Mobile-First Design, Design Systems, Storybook

Other technologies: PHP, WordPress, Python, Ruby on Rails, databases (MariaDB, PostgreSQL, MongoDB)

CAREER HISTORY

Front-end engineering manager, GiG; Marbella

Jun 2016 - Nov 2025

Since August 2022 leading the front-end department made up of different teams.

- **Led the front-end department** expanding from 7 to 25 engineers across multiple teams and countries. Boosting delivery capacity x5 while improving team retention 100% through structured mentoring and career development.
- **Restructured engineering department** by reorganizing team composition, optimizing skill distribution, and aligning resources with business priorities.
- **Multiplied onboarding capacity x5**, transforming department structure around Onboarding, Retention and Framework goals. Reduced time-to-market 30% and deployment cycles 35% via metrics-driven Agile processes and CI/CD optimizations, enabling faster customer value delivery.
- **Led strategic initiatives across multiple projects**, aligning engineering roadmap with business objectives; engaged senior leadership to influence company strategy and competitive positioning.
- **Technical direction of the department** (until Summer 2025) in the absence of an architect, technical decision-making. Developer guidance and hands-on technical leadership.
- **Developed and implemented a new company-wide front-end strategy and framework**, working closely with Product, Design, DevOps and Data, improving performance and maintainability of core products. Acting as system architect, steering design and technical roadmap in absence of an architect.
- **Built strong partnerships across business units** to align technology delivery with commercial objectives.
- **Built stakeholder relationships across Design, Product, DevOps, and Account Management** to ensure technical decisions supported business requirements. Collaborate in the creation of the

new design system, new products, new strategies with the customers and the maintenance and improvements of the CI/CD processes and pipelines.

- **Hired, mentored and developed talent**, fostering leadership growth and creating a culture of innovation, accountability, and continuous improvement.
- **Oversaw process improvements**, introduced agile best practices, established a release calendar, optimized resource prioritization and improved software development lifecycle documentation.
- **Optimized maintenance operations** cut client-facing maintenance resources 60% through new tooling, process automation, and workflow improvements.
- **Integrated robust QA processes into the development lifecycle**, enhancing testing coverage, ensuring reliable releases and continuously improving software quality across all projects.
- **Established incident management processes** and led cross-functional coordination with DevOps/Product to reduce MTTR 40% and ensure platform reliability. Creation of a QA team, being the only department that had one.
- **Worked in more than 20 different projects** related to casinos, sportsbooks and other iGaming solutions.

Previous to this role led different teams as tech lead (2021)

- **Managed remote teams** maintaining and developing casino web platforms for external clients. Including the Core team (8 members) responsible for maintaining shared front-end packages and CI/CD deployment infrastructure used across client projects
- **Applied Agile (Scrum)** established 2-week sprint cycles with retrospectives and refinement sessions, improving team predictability 25%.
- **Ensured code quality and compliance** through hands-on technical leadership on TypeScript/Vue.js best practices, mentoring junior developers, established code standards and guiding the team in resolving technical challenges.
- **Coordinated with Product and Design teams** to ensure business requirements considered throughout development lifecycle; managed infra/API dependency planning
- **Fostered creative, respectful team environment** where members felt empowered to contribute; measured team engagement via quarterly eNPS surveys (improved 35 points)
- **Generated and implemented process improvements** resulting in 30% faster deployment cycles and reduced deployment failures 15%

Started my career in Mavrix Technologies (GiG) as a Senior Front-end developer working on different teams (2016-2021) Using different frameworks like AngularJS, React, Preact, Vue.js and their ecosystems of libraries and tools. Collaborated with business and design teams; implemented new features and improved existing codebase.

Senior Front-end engineer, Travelex Digital Lab; London **Mar 2015 - Jun 2016**

Supported e-commerce digital strategy by creating solutions for web and mobile, improving customer engagement. Worked remotely with distributed teams in East Europe and India.

Dev engineer, blinkbox books; London **Feb 2013 - Feb 2015**

Built a cross-device JavaScript API for an eBook reader and developed/maintained the main website.

Front-end developer, Corbis Corporation; London **Feb 2011 – Aug 2012**

Developed and maintained landing pages, campaign microsites and main sites (Veer, Corbis Images) for EMEA region. Worked remotely with distributed teams in Canada, USA and India.

Wordpress developer, Freelance; London **Oct 2010 - Jun 2016**

Software engineer, Canales Corporativos; Valencia **Jul 2009 - Sep 2010**

Developed a customizable CMS, managed servers, mentored interns and coordinated with external teams.

Full-stack developer, VG Comunicación; Valencia	May 2007 - Jul 2009
Junior developer, Demini; Valencia	Oct 2006 - Apr 2007
Internship software developer, Fire Department; Valencia	Mar 2005 - Jul 2006
Internship software developer, Improven Consultores; Valencia	Sep 2004 - Mar 2005

EDUCATION

2001 - 2004 Polytechnic University of Valencia: BSc in Computer Science

2014 HTML5 Application Development for Firefox O.S. Mobile Devices

2014 Design, Organization and Evaluation of Video Games and Gamification

2014 Concepts in Games Development

2014 Introduction to Project Management

2017 SEO: organic search engine optimization

2017 Project management with Agile methodologies and Lean approaches

2017 Introduction to Video Game Design

2025 Associate AI Engineer for Developers

2025 Team Management and Leadership

2025 Agile Project Management

2025 DevOps Foundations

INTERESTS & PERSONAL

Japanese culture, sports, History, travel, electronics, music, cinema, technology

LANGUAGES

Spanish, Catalan, English (Work proficiency) and Japanese (Beginner)

REFERENCES

Personal and professional references available on request.