

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

Technical: HTTP, HTML5, CSS3, JavaScript (ES6+), TypeScript, PHP, Ruby, Python, JS frameworks, OO design patterns, CI/CD, systems design, data analysis

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

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

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 28 engineers across multiple teams and countries.
- 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.
- Acted as system architect, steering design and technical roadmap in absence of an architect.
- Multiplied onboarding capacity x5, transforming department structure around Onboarding, Retention and Framework goals.
- Hired, mentored and developed talent, fostering a culture of collaboration, growth, and innovation.
- Built strong partnerships across business units to align technology delivery with commercial objectives.
- Oversaw process improvements: introduced agile best practices, established a release calendar, optimized resource prioritization and improved software development lifecycle documentation.
- Integrated robust QA processes into the development lifecycle, collaborating with QA teams to enhance testing coverage, ensure reliable releases and continuously improve software quality across all projects.
- 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.
- Applied Agile (Scrum), led two-week sprints, held retrospectives and coordinated global team efforts.
- Designed new features, collaborated with business and design on feature delivery and enhanced maintainability.
- Ensured code quality and compliance with best practices by conducting code reviews, implementing coding standards and guiding the team in resolving technical challenges.

Started my career in Mavrix Technologies (GiG) as a Senior Front-end developer working on various teams (2016-2021)

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.

Web 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.

Web developer, VG Comunicación; Valencia **May 2007 - Jul 2009**

Junior web developer, Demini; Valencia **Oct 2006 - Apr 2007**

Internship software and web 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

INTERESTS & PERSONAL

Japanese culture, sports, History, traveling, music, cinema, technology

LANGUAGES

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

REFERENCES

Personal and professional references available on request.