# JOSE L. SANTAMARÍA

**CTO / CIO / VP Engineering**

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## PROFESSIONAL SUMMARY

Strategic technology leader with 20+ years of experience driving digital transformation across global markets. Proven track record of managing international teams of 250+ engineers across 18 countries, delivering enterprise-scale solutions in Banking, Telecommunications, Logistics, Retail, and Insurance sectors. Expert in translating complex business requirements into innovative technical solutions, consistently delivering projects on time, on budget, and exceeding stakeholder expectations.

> 🏆 **KEY ACHIEVEMENTS**
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> - Led 200+ engineers across Europe and Middle East achieving agreed revenue targets and delivery margins
> - Recognized by Globant CEO within 6 months with 120% bonus for exceptional contributions
> - Achieved 10/10 NPS scores on complex projects with KSA Princess Ranee and Boston Consulting Group
> - Delivered 15% annual budget reduction while improving service quality at multiple organizations
> - Won 2019 Best Product Award and established Software Center of Excellence with 300+ programmers

## CORE COMPETENCIES

- Leadership & Strategy
- Digital Transformation
- Agile & PMO
- Budget Management
- P&L Responsibility
- Cloud Architecture (AWS, Azure, Oracle)
- Enterprise Systems (SAP, Oracle, Salesforce)
- Microservices Architecture
- Development (Python, Java, JavaScript)
- DevOps & CI/CD
- Team Building & Mentoring
- Cybersecurity
- Vendor Management
- Regulatory Compliance
- Generative AI (ChatGPT, DALL-E)

## PROFESSIONAL EXPERIENCE

### VP Engineering | Plain Concepts

*Europe and Middle East | July 2024 - Present*

Leading international portfolio expansion across Europe and Middle East, managing 200+ engineers across multiple countries. Responsible for strategic account management, international new business development, and achieving revenue and delivery margin targets while expanding organizational presence into new regions.

Key Achievements:

- Regional Market Entry: Opened Middle East operations and negotiated strategic partnerships with Solutions by STC (KSA) and Beyon Solutions (Bahrain), establishing Plain Concepts' GCC footprint

- Pipeline & Revenue Growth: Generated €25M+ qualified pipeline within 8 months; secured €6M revenue (2025) and €10M contracted revenue (2026)
- Enterprise Portfolio: Led IBEX 35 account relationships with consistent 20% YoY growth
- Strategic Wins: Successfully presented and won King Salman Park project RFP before Saudi Minister of Cultureivery

## Technology Advisor & Board Member | Bejo

*Europe and Middle East | July 2025 - Present*

Tech Advisor & Board Member driving technology strategy and innovation across enterprise digital transformation initiatives. Elevate technical capabilities in design and development operations while serving as senior client advisor on complex UX/UI and platform solutions. Lead multidisciplinary technical teams delivering award-winning digital experiences for global brands and government institutions.

## Technical Director | Globant

*Europe and Middle East | May 2021 - July 2024*

Directed EMEA-focused portfolio with emphasis on emerging markets (MENA, APAC). Led team of 150 professionals managing Delivery, P&L, Architecture, Development, and Data functions. Transformed client business models into efficient digital solutions for luxury brands, airlines, retail, and telecommunications.

Key Achievements:

- Partnered with KSA Princess Ranee and Boston Consulting Group on high-profile projects, consistently achieving 10/10 NPS scores
- Received written CEO recognition within 6 months with 120% bonus valuation for exceptional contributions
- Delivered projects for Kayanee, Iberia, Air Europa, Mahou, Avaya, Amazon, Harrods, Heineken, Adidas, Nike, and DHL
- *Technology Stack: Oracle Cloud Suite, Auth0, AWS/Azure/Oracle Cloud, Mulesoft, Apigee, Shopify, Salesforce, React/Angular/Vue.js, Java, Python, NodeJS*

## Chief Technology Officer & Board Member | Solera

*Spain & Portugal | February 2019 - April 2021*

Board member of Iberia Management Committee overseeing technology strategy for Portugal and Spain. Led hybrid team of 100+ professionals, reporting to VP of Software Engineering (Dallas) and MD Iberia + Latam. Specialized in developing insurance sector products (life, automotive, home) using Agile/Scrum methodology.

Key Achievements:

- Won 2019 Best Product Award while achieving 15% annual budget reduction
- Resolved SoleraAuto bottlenecks through data model and microservices architecture optimization, covering 90% of Iberia market
- Established 24x7 International NOC monitoring three tech stacks with comprehensive performance and security testing
- Co-established Software Center of Excellence in Seville with 300+ programmers serving four continents

## Chief Technology Officer & Board Member | Salvesen Logistica (JV Danone & XPO)

*Spain & Portugal | June 2014 - February 2019*

Led IT strategy and operations for joint venture, managing 30+ professionals reporting to European CIO. Defined IT roadmap to support business growth and optimize operating margins while ensuring critical system availability (EDI, TMS, WMS).

Key Achievements:

- Implemented ITIL-based ITSM system generating €1M+ annual synergies across Europe
- Pioneered Google Glass picking implementation (first logistics operator), featured in press as success case
- Achieved 15% first-year budget reduction with 12% incremental annual savings through IT infrastructure overhaul
- Delivered Truck & Trace project generating €180K monthly savings and €200K+ monthly business productivity gains

## Earlier Career Highlights

### IT Manager | Iberia Express

*Spain | October 2013 - May 2014*

Established IT department, formulated Cloud Computing strategy (Amazon/Azure), architected communication infrastructure (MPLS, VPN, Telephony, SIP), and implemented SAP for Finance and HR. Achieved 40% annual license savings through multi-tenant architecture with IAG Group and Office 365 migration.

### IT International Manager | Codere

*Spain | May 2007 - September 2013*

Managed £10M budget across four currencies, directed global network with 3,700+ IP communication assets. Established geographically distributed data centers across Europe and South America. Led SAP strategy and major company integrations in Mexico (15,000 employees, 100+ casinos, 30% revenue increase) and Panama (15 casinos, 15% revenue boost).

### IT Security Manager & Architect | YA.COM

*Spain | May 2007 - September 2013*

Managed 480+ servers across two data centers serving 2M email accounts and e-commerce platform. Operated Autonomous System (AS 208338) with 2+ Gbps traffic, securing position as Spain's second operator by traffic and client base. Recognized with Quality Award 2005-2006.

## EDUCATION & CERTIFICATIONS

**Executive MBA** | Universidad Europea de Madrid | 2016-2017
**Computer Engineer (Degree)** | Universidad Católica de Ávila | 2020-2022
**Leadership Accelerator Program** | Universidad Europea de Madrid | 2016-2017

## TECHNICAL EXPERTISE

**Enterprise Systems**

- SAP, Oracle, Dynamics
- Salesforce, HubSpot
- Shopify, Magento, WP
- WMS & TMS Solutions

**Cloud Platforms**

- AWS, Azure, Google Cloud

**Development**

- JavaScript (React, Angular, Vue.js)
- Python, Java, C#
- Springboot, NodeJS
- Kotlin, Swift, Ruby on Rails

**Data & Automation**

**DevOps & Tools**

- Atlassian Suite (Jira, Confluence)
- Jenkins, GitLab, GitHub
- Kubernetes, Docker, VMWare
- Sonarqube, Bamboo

- Oracle Cloud Suite

- MySQL, PostgreSQL, MongoDB
- RPA (UIPath, Automation Anywhere)

**Emerging Technologies**
- Generative AI (ChatGPT, DALL-E)
- ML Models (CLIP, Bert, Genesys)

## LANGUAGES

**Spanish** (Native) • **English** (Professional Working Proficiency)