

Neil Maitland

M.Eng (Hons)

Ulmenstrasse 15
8442 Hettlingen
Switzerland

+41 (0) 76 355 66 16
neil@hydeabbey.net

Born 3 September 1969
British National/ Swiss C Permit
Native English speaker; German B1



PROFILE

- Experienced in successfully designing and delivering software products using **agile processes** as **solution architect, engineering manager** and **CTO**
- Strong **software engineering** skills with hands-on experience of modern architectures and large-scale SaaS systems
- Enthusiastic **team builder** and **people manager** with focus on impactful teams through selective recruitment and individual development and mentoring
- Technical leader for software modernisation: **monolith-to-microservice** and **datacentre-to-cloud**
- **Wide technical and commercial experience**, managing products from concept to successful delivery

WORK HISTORY

2024-present	Hubexo	Head of Solution Architecture, global
2022-2023	Hubexo	Chief Technology Officer, Vortal, Portugal
2020-2024	Hubexo	Chief Technology Officer, Olmero AG
2017-2019	Nexus Telecom AG	Head of Product Management and Pre-sales
2015-2017	Nexus Telecom AG	Software Engineering Team Manager
2012-2014	Nexus Telecom AG	Senior Developer, Customer Project Manager
2011-2012	Independent Consultant, UK	Software Developer, Team Leader
2004-2010	Radio Tactics Limited, UK	Start-up Co-founder and Chief Technology Officer
1998-2003	Independent Consultant, UK	Software Developer, Team Leader
1996-1998	Anite Telecoms, UK	Software Development Team Leader
1993-1996	Roke Manor Research, UK	Software Developer, Technical Pre-sales Engineer

SKILLS AND EXPERIENCE

LEADERSHIP AND PROCESS

- Team Building and Mentoring
- Technical and Product Strategies
- Agile/ Scrum/ DevOps
- Data platform management
- Product Management
- Project Management

TECHNICAL

- Agile product and DevOps tools and pipelines
- Monolith to microservices and datacentre to cloud migration
- SOA/Microservices/API-driven development; Clean Architecture
- Databases, warehouses and lakes; SQL, NoSQL
- AWS Certified Solutions Architect
- Java/ C/ C++

WORK HISTORY

Hubexo (rebranded Byggfakta Group), Zurich

Hubexo is a global organisation providing SaaS products to support the construction industry. In October 2024 a global rebrand and three-year transformation project was launched to modernise all product and IT systems globally, consolidating from 35 different legacy companies into a single modern SaaS suite and one suite of internal business solutions.

10.24 – present Head of Solution Architecture

Reporting directly to the Chief Operations Office and managing a global team of five architects to develop a new global technology architecture and stack and ensure smooth migration of existing data and functionality.

- Designed a new global Platform Service architecture and delivery roadmap aligned to new product developments and global rollouts. Led delivery team integrating first new global product and launched in Q12025.
- Performed deep-dive analysis of existing regional products, including architectures, tech stacks, security and deployment processes. Co-ordinated re-architecting each to either migrate to new global products or integrate with Platform Services architecture.
- Collaborated with VP Product Technology to design future data architecture, select global platform and plan global deployment. Databricks was selected over Snowflake. Designed target global Data Architecture and governance structure.
- Developed and implemented Tech Radar processes and governance to balance innovation vs stability and knowledge sharing. Core stack of node, react, PostgreSQL and AWS were selected.

Vortal (part of Byggfakta Group), Lisbon (50%)

Vortal provides a SaaS e-Tendering platform used by government and commercial procurement departments in Portugal, Spain and South America.

01.22 – 12.23 Chief Technology Officer

Appointed by Byggfakta Group, owner of Vortal and Olmero, to manage the Development, Operations and Cloud Infrastructure teams at Vortal, consisting of approximately 50 FTEs as a 50% role alongside Olmero responsibilities. The software stack consists of Azure k8s-hosted .NET microservices with React front-end and some legacy ASP.NET.

- Improved development and delivery processes to speed up delivery frequency from quarterly to weekly – implemented DORA metrics as North Star.
- Reduced software defects entering regression test and production deliveries with process improvements such as automated testing, CI code quality and security scanning and mandatory PR reviews. This allowed 50% of the Operations team FTEs to switch to feature development instead of third-line support and bug-fixing.
- Implemented new organisation structure and processes to bring dev, ops and infra teams closer together, using the DevOps/SRE models.
- Built in-house cloud infrastructure expertise to reduce reliance on external Cloud Service partner, reducing cost and response times.
- Recruited new senior management and developed existing team members to provide an effective succession plan.

Olmero AG (part of Byggfakta Group), Zurich

Olmero AG offers an online marketplace to provide business leads and collaboration in the Swiss construction industry. The company ownership transferred from TX Group by Byggfakta Group late 2020 resulting in re-evaluation of strategic goals in both Product and Technology while providing new group product integration opportunities.

05.21 – 09.24 Chief Technology Officer

Executive Committee (GL) position responsible for Product, Development and IT teams in Zurich and at near-shore sites including Germany, Serbia and Portugal, totalling 14 FTE. Ownership of product roadmaps, software development and delivery, and IT Workplace. The products use a Java Spring Boot microservices stack runs on Google k8s clusters, with multiple zero-downtime deployments per day.

- Improved customer experience and software maintainability through migration from PHP monolith to Java microservices.
- Completed migration of all software from data-centre docker clusters to Google Cloud k8s, improving availability, stability and observability. Fully implemented Infrastructure-as-Code using Terraform and Helm.
- Integrated Byggfakta Product and Project Information products with the existing software, replacing legacy UIs and adding new customer upsell opportunities.

07.20 – 04.21 Head of Engineering

Responsible for Olmero's software development team to ensure continuous feature delivery and maintain quality standards.

Nexus Telecom AG, Zurich

Nexus Telecom AG supplied solutions to more than 25 mobile network operators across the world with an annual turnover of approximately 10M CHF pa and 50 permanent staff spread worldwide. Core products included a distributed mobile network monitoring tool to provide performance analytics as well as network test and billing mediation solutions.

01.17 – 06.19 Head of Product Management and Pre-sales

Responsible for Product Management and Technical Pre-sales of all Nexus products, managing a globally distributed team of six product managers and technical consultants.

- Led technology strategy and story definition for next generation monitoring product focusing on virtualization, scalability and analytics

- Provided technical face to customers and supported sales team around the world, on-site and remotely
- Supported build of sales pipeline of >\$40M through targeted RFP/RFQ responses and effective pre-sales support
- Developed innovative pricing strategy to create competitive advantage
- Promoted new product, presenting at trade shows and exhibitions
- Significantly reduced third party product costs through supplier rationalization and price negotiation

01.15 – 12.16 Engineering Team Leader

Leader of software development team of eight engineers delivering monitoring, mediation and test tools to network operators world-wide.

- Extended SCRUM processes to all product teams and introduced modern tooling
- Resolved issues with product quality, reliability and slow development to SaaS product through introduction of gitflow process with 100% code reviews, automated testing and regular sprint releases.
- Improved team communication through daily stand-ups and mentoring through regular one-on-ones

02.12 – 12.14 Senior Developer

Senior Java Developer creating high-performance scalable products based on modern architecture principles.

- Activities included: managing customer requirements workshops; creating product concept documents; user story creation, refinement, estimation and prioritization; running sprint closure demos; customer presentations.
- Java 8 / Spring back-end and SmartGWT front-end using gradle dependency management
- Confluence/ Jira/ Jenkins (later gitlab) tooling with gitflow process
- Distributed messaging architecture using RabbitMQ
- Relational database storage using Oracle and Postgres
- NoSQL using MongoDB and Clickhouse
- High-volume (multi-million points per day) data analytics and UI presentation

Triggerfish Systems Limited, Winchester, UK

11.10 – 01.12 Software Consultant and Contract Developer

Triggerfish Systems was founded to provide software consultancy services.

- Successfully delivered services to major clients including Astrium Satellites and Roke Manor Research.
- Led a team to design and develop a distributed satellite ground terminal management system
- Implemented PCI drivers and hard-real-time Matlab algorithm interface in C++ on embedded Linux for custom hardware controlling an airborne satellite unit
- Designed and implemented management interface for satellite control unit in Java

Radio Tactics Limited, Southampton, UK

01.04 – 09.10 Co-Founder and CTO

Radio Tactics was a start-up created to produce and sell mobile phone analysis and security products to police, military and government customers around the world.

- Built and led a development and support teams using agile processes to build product portfolio from scratch
- Grew company to 25 staff with £2.5m annual turnover
- Prepared business plans and raised £1.5M in external funding
- Managed customer meetings with senior police and military officers around the world
- Delivered training globally and presented at industry conferences in the UK and USA
- Managed third-party supplier relationships, including in US, India and Czech Republic

Maitland IT Limited, Winchester, UK

03.98 – 12.03 Software Consultant

Successfully completed multiple contracts developing embedded software for mobile phone handsets and base-stations for companies such as Nokia, Sony Ericsson and Siemens.

Anite Systems Telecoms Division, Fleet, UK

09.96 – 03.98 Software Team Leader

Led a team developing software for GSM/GPRS signalling and air-interface Type Approval test equipment.

Roke Manor Research, Romsey, UK

07.93 – 09.96 Principal Software Engineer

Developed software for vision systems, ATM networks and mobile communications platforms.

EDUCATION AND CERTIFICATIONS

Aston University, UK – Masters in Electronic Systems Engineering - First Class. Major in Computer Science – graduated 1993

AWS Certified Solutions Architect – Associate, number D7MPT202GN41QFCM – 04.2022

TELC Deutsche Level B1, number 4062135

PRESENTATIONS, CODING, PATENTS AND PAPERS

CONFERENCE PRESENTATIONS

06.2018 5G World, London - Next Generation Network Monitoring

11.2015 International Conference of Quality of Telecoms Services, Warsaw - Roaming User Experience Testing as SaaS

07.2010 Defence Industry Security Association, London - Is My Mobile Device Secure?

06.2008 Mobile Phone Evidence for Legal Professionals, Southampton - When and How to Challenge Mobile Phone Evidence

05.2008 Mobile Forensics World, Chicago - Horses for Courses (or Using the Right Tool for the Job)

CODING WEB SITES

github.com/nmaitland

gitlab.com/nemach

PATENTS

02.2011 Patent for a Forensic toolkit and method for accessing data stored on electronic smart cards
US 7,886,347, 08.02.2011; US 8,161,537, 17.04.2012; EU EP1717767, 27.11.2011

PUBLISHED PAPERS

03.1996 Medical Image Analysis - Development and Preliminary Evaluation of VISLAN, a Surgical Planning and Guidance System Using intra-Operative Video Imaging

09.1994 Visualization in Biomedical Computing, SPIE 2359 - Craniotomy simulation and guidance using a stereo video based tracking system (VISLAN)

07.1994 British Machine Vision Conference - A Video Based Tracker for use in Computer Aided Surgery

REFERENCES

Work and personal references available on request.

HOBBIES

Enthusiastic road cyclist slowly ticking off Switzerland's twenty highest paved Alpine passes (10 completed).