

Ahmad Mousavi

Engineering Manager

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Executive Summary

Engineering Manager with 15+ years in software engineering and leadership across fintech and consumer products, currently leading teams in London. A people-first leader who grows engineers and builds healthy, high-performing teams while staying close to technical discussions. Experienced in multi-year rewrites, cloud migrations (including lift-and-shift), and defining Secure SDLC and compliance practices across 20+ teams. Data-driven and pragmatic, with a track record of developing engineers (7+ promotions) and driving measurable delivery outcomes.

Core Skills

Leadership: Servant/transformational leadership; coaching & promotions; performance management; hiring; building healthy high-performing teams.

Delivery: Roadmaps/OKRs; agile execution; Jira flow; dashboards & metrics (lead/cycle time, DORA/MTTR); dependency & risk; release governance.

Team Effectiveness: Team health checks; team norms; workshop facilitation (WoW, retros, problem-solving, incident reviews).

Technical: Architecture & standards; distributed systems; cloud migration (lift/shift + modernisation); incident management (on-call, PIRs).

Security/Data/AI: Secure SDLC & compliance; threat modelling; test automation; data-driven decisions; AI-assisted development guardrails.

Impact Highlights

- Led Secure SDLC/compliance rollout across 20+ teams, reducing delivery risk via phased governance and clear RACI/ownership.
- Integrated an acquired team and platform, completing due diligence and lift-and-shift while improving capacity balance and operating cadence.
- Turned around a low-maturity team by strengthening engineering ownership, coaching performance, and stabilising delivery execution.
- Built a commercially impactful team from 1→6, improving delivery speed and stakeholder confidence.
- Delivered security assurance: ISO 27001, two annual penetration tests, and readiness planning towards SOC 2 / GDPR.

Experience

Rightmove — Engineering Manager (London, UK)

August 2023–Present Full-time

- Led 4 product development teams across customer-facing and internal domains (Milton Keynes + London), managing 21 engineers; owned hiring, coaching, performance reviews/goal-setting, delivering 7 promotions and managing 3 performance cases.
- Improved delivery flow and predictability using Jira dashboards and metrics (lead time, cycle time, control charts / DORA incl. MTTR), alongside refreshed agile ways of working.
- Led Secure SDLC / compliance rollout through phased adoption and clear ownership, coordinating with Security and engineering leads across multiple teams.
- Led cloud migration initiatives: on-prem → GCP for 18+ microservices, plus VM lift-and-shift from DigitalOcean → GCP, aligning Platform/Security/DBA and defining rollout strategy.
- Partnered with nearshore vendors and internal hiring to define role profiles, screen candidates, and onboard engineers to accelerate delivery.
- Raised team effectiveness via health checks, working agreements, and workshops (retros, WoW, incident reviews); also delivered wider impact via an Associate Engineer support framework and a hackathon (141 participants, 26 teams).

Roleshare — Chief Technology Officer (London, UK)

Jan 2022–August 2023 Full-time

Feb 2019–Jan 2022 Fractional CTO (advisory/part-time alongside full-time role)

- Recruited, built and led cross-functional teams across engineering, security, and analytics (incl. remote agency); managed client/stakeholder comms and board updates.
- Built a scalable product platform enabling enterprise pilots and recurring revenue with clients including J.P. Morgan and BP; grew talent marketplace to 12k users (8x YoY growth 2021–2022).
- Delivered security and compliance assurance: achieved ISO 27001, ran two annual penetration tests, and laid foundations for SOC 2 and GDPR readiness.
- Designed and implemented an end-to-end data platform with near real-time analytics and dashboards to enable data-driven decision-making.
- Reduced cloud costs by 65% through re-architecture and hybrid cloud optimisation, including migration from AWS (RDS/EC2) to GCP (Cloud SQL/Compute Engine).
- Implemented CI/CD, release governance, observability, and incident management.

Moonpig — Senior Software & Data Engineer (London, UK)

Jan 2019–Jan 2022 Full-time

- Represented the data platform team on the Principal Engineering Steering Group, leading standardisation of data contracts, onboarding a sister company (Greetz), and streamlining GDPR processes.
- Architected and led an event streaming platform (multi-region, cross-account AWS) ingesting millions of SNS messages into Snowflake.
- Built Moonpig's first ML pipeline for batch inference and contributed to the design of live inference.

Wonga — Senior Software Engineer (London, UK)

March 2017–Jan 2019 Full-time

- Built a modern loan management platform (FLX) using **NServiceBus** and **RabbitMQ**.
- Designed asynchronous microservices for cash-out operations, integrating with **RBS** and **Modulr** via **MSMQ** and webhook APIs.
- Improved delivery and security by restructuring **CI/CD** (PowerShell, Jenkins, Octopus); placed **2nd and 3rd** in internal hack-days.

SEB — Senior Software Engineer / Technical Coordinator (Kuala Lumpur, Malaysia)

March 2014–Feb 2017 Full-time

- Coordinated technical direction and delivery across teams in Stockholm and Kuala Lumpur, aligning architecture and priorities.
- Mentored and trained junior developers (including non-traditional starters) and contributed to insurance/pensions SDLC across REST integrations and full-stack development.

KHCC — Software Engineer (Kuala Lumpur, Malaysia)

Feb 2009–Feb 2014 Full-time

- Built and delivered multiple web applications, including integration of a high-volume platform with payment gateway and remittance systems.
- Acted as technical representative for clients: ran training sessions, demos, and implementation support.

Education

Master of Computer Science – University Putra Malaysia (2014)

Interests

Philosophy • Setar (Persian instrument) • Gardening