

APOORV MITTAL

Engineering Lead | Web Platform | Customer-Facing Experiences | AI-Augmented Delivery
Munich, Germany | EU Blue Card | Open to relocating to Berlin
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PROFESSIONAL SUMMARY

Engineering Lead with 14+ years in web and full-stack delivery and 5+ years managing engineering teams. Tech Lead at AutoScout24 (5 direct reports), previously Engineering Lead at CheMondis.

Proven at leading larger features and migrations across organisational boundaries; most recently the Apollo/GraphQL modernisation across 20+ repositories at AutoScout24 with zero downtime on a fixed quarterly timeline. Strong on architecture, debugging, and testing rigor with a user-focused attention to detail. Hands-on with React 18, Next.js, TypeScript, GraphQL, and modern Node, and driving team-wide adoption of AI-assisted engineering, with build, scan, review, and quality-gate processes automated across multiple production codebases.

SELECTED IMPACT HIGHLIGHTS

- **Team leadership at scale:** 20+ engineers directly managed across two Lead roles; designed and ran full hiring loops with CTO/VP sign-off at CheMondis; mentored two engineers to senior-track promotions in the last 18 months at AutoScout24.
- **Migration and modernisation:** spearheaded the org-wide Apollo/GraphQL stack upgrade across 20+ repositories at AutoScout24, delivered with zero downtime on a fixed quarterly timeline.
- **Performance at scale:** orchestrated a meaningful double-digit p50 latency reduction on a public API serving 50+ downstream integrations across web, desktop, and native apps.
- **AI-augmented delivery in production:** build, scan, PR review, migration, and performance-monitoring processes automated via Claude Code agents across multiple codebases; LLM-powered product features shipped on the Anthropic API with SQL validation, parameterised queries, and RBAC data scoping.
- **Domain breadth:** automotive classifieds, B2B e-commerce, FCA-regulated retail banking, and international health insurance.

CORE COMPETENCIES

People leadership and cross-functional collaboration: 5 direct reports; 1:1s, IDPs, performance reviews, PIPs; full-loop hiring and growing engineers' careers; coaching to staff/lead; hybrid teams across 50+ nationalities; leading larger features and migrations across organisational boundaries.

Architecture, engineering excellence and quality: Problem solving, system design, and architecture reviews; debugging and rigorous testing (unit, integration, E2E); passion for quality, attention to detail, and delivering outstanding user experiences; DORA-oriented metrics via Looker/Metabase; incident response and blameless postmortems; on-call and runbooks; CI/CD (GitHub Actions, Jenkins); SLAs/SLOs; strong written and verbal communication and organisational skills.

Frontend, full-stack and mobile: React 18, Next.js, TypeScript, Node.js, Python, GraphQL (Apollo + Federation), REST API, Zustand/Redux, micro frontends, Storybook, Core Web Vitals, WCAG 2.1 AA, i18n/l10n, SEO, LaunchDarkly, Jest/RTL/Playwright/Cypress, Sitecore, AEM; Capacitor for iOS PWAs.

Cloud, infra and data: AWS CloudFront/S3, Vercel, Docker and docker-compose; DataDog, Sentry, Stripe, Trustshare; production PostgreSQL with multi-tenant RBAC, idempotency, and SQL-safety practices; NoSQL across MongoDB, DynamoDB, and Cassandra; networking and security fundamentals (CDN, TLS/HTTPS, CSP, security headers, secrets handling); Looker, Metabase.

AI AND GENERATIVE AI EXPERIENCE

Designed and rolled out Claude Code automation across multiple production and personal codebases: replacing manual engineering checks with repeatable, agent-driven processes in active use across squads. Drove team-wide adoption of Claude Code, Copilot, and Cursor with review norms, safety guardrails, and engineer onboarding; codified a tsc, vitest, lint, and build agent verification cadence and a domain-scope refusal policy for AI coding agents.

- **Build and quality processes automated:** pre-/post-commit Prettier and ESLint enforcement, TypeScript any-type detection, dead-code scans, and end-of-turn type-check gating.
- **PR review and delivery workflows automated:** automated PR review, review-comment resolution, PR-description generation, pre-push quality gates, hotfix and release-checklist workflows, codeowners checks, auto-attached module/file context hints.
- **Migration, performance, and CI automation:** migration progress trackers, bulk-module scaffolders, query-extraction and service-to-adaptor porting agents, CI-failure diagnostics, flake hunter for unstable tests, performance baselines, bundle-size diffing on every PR, module-health audits, dependency-bump workflows.
- **Architectural and data-safety guardrails encoded as agents:** DDL-safety on schema migrations, multi-tenant RBAC scope validation, audit-trail wiring on money mutations, SQL-safety enforcement, protected-component edit blocking, accessibility and translation-drift scanners.
- **AI-augmented features in production:** natural-language SQL over multi-tenant PostgreSQL, predictive analytics, AI tutor, anomaly detection, AI-guided onboarding (Anthropic API; safety: SQL validation, parameterised queries, RBAC). Hands-on with LangChain (agent and RAG orchestration) and Ollama (local LLM inference).

PROFESSIONAL EXPERIENCE

Senior Full-Stack Developer and Tech Lead

AutoScout24 GmbH | Munich, Germany | Aug 2022 – Present

Europe's largest online car marketplace

Tech Stack: React 18, Next.js, TypeScript, GraphQL (Apollo + Federation), Node.js, Zustand, Docker, Jest, Playwright, LaunchDarkly, Python

- **Tech Lead with 5 direct reports:** own 1:1s, quarterly reviews, IDPs, promotion cases, and PIPs; calibrate hiring across squads and contribute to compensation decisions.
- **Mentored 2 engineers to senior-track promotions** in the last 18 months; coach senior engineers toward staff- and lead-track progression.
- Run quarterly OKR cycles end-to-end: objective framing with leadership, KR negotiation with the team, and pairing OKRs with individual target agreements.
- Design and facilitate hiring loops (screening, technical, system-design); calibrate the bar across squads.
- Own on-call practice, runbooks, and incident-response process for customer-facing surfaces; run blameless postmortems and drive preventative follow-ups to closure.
- **Led the organisation-wide GraphQL stack modernisation across 20+ repositories:** Apollo upgrades, GraphQL Tools, type-generation, and TS bumps; staged rollout with zero downtime on a fixed quarterly timeline.
- Orchestrated performance work on the most-consumed public API (50+ integrations across web, desktop, and native); delivered a meaningful double-digit p50 latency reduction.
- Established analytics-driven experimentation with LaunchDarkly; contributed to a low-single-digit retention uplift on tracked journeys.

Frontend Lead (promoted from Senior Frontend Developer)

CheMondis GmbH | Cologne, Germany | Oct 2019 – Jul 2022

Europe's leading B2B marketplace for chemicals: e-commerce, payments, seller onboarding

Tech Stack: React, TypeScript, Redux, Node.js, Styled Components, Jest, Cypress, Sentry, DataDog, Stripe, Trustshare.

- **Formal Frontend Lead with up to 5 direct reports:** owned 1:1s, performance reviews, IDPs, onboarding, and escalation cycles.
- **Full-loop hiring:** sourcing brief, screening, technical interview, and system design, with final sign-off alongside the CTO/VP. Scaled the frontend team as the business grew.
- Partnered with Product, Design, and Backend leads to protect tech-debt roadmap capacity against feature pressure; established ADRs, runbooks, and onboarding guides as team standards.
- Defined and monitored SLAs/SLOs for customer-facing flows; owned error-budget conversations with Product.
- Architected the foundational frontend platform: component library, form primitives, data-heavy list/filter/search modules for catalogue UIs, and analytics/tracking infrastructure.
- **Shipped commerce capabilities:** Stripe payments, Trustshare escrow, GDPR cookie consent, Looker analytics integration, and MJML-based responsive transactional email.

Senior Interactive Developer

Publicis Sapient (client: Lloyds Banking Group) | London, UK | Jan 2016 – Mar 2019

Lloyds Banking Group: 30M+ customers, FCA-regulated

- Delivered a reusable document-capture and face-match module and Financial Wellbeing platform features for retail banking onboarding journeys.
- Core contributor on SCEP, the unified component library powering Lloyds' public and secured web estate; established WCAG 2.1 AA and legacy-browser (IE9+) support standards. Active in hiring loops for the engagement.

EARLIER EXPERIENCE

Sapient (Bupa International, MetLife China), · **2014 – 2015** and,

Tata Consultancy Services (Fidelity Worldwide Investments, HP) · **2011 – 2014**. Sitecore component library, bilingual web platforms with integrated payments, cross-platform mobile delivery, and a Salesforce-based B2B gateway.

EDUCATION

Bachelor of Technology in Electronics & Telecommunications, Bharati Vidyapeeth College of Engineering, Pune, India | 2007 – 2011