Apoorv Mittal

Engineering Manager (AI) · Applied AI Delivery · People Leadership

EU Blue Card

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Engineering Manager with **14+ years** in software engineering and **5+ years of formal people management**, currently Engineering Lead at AutoScout24 with **8 direct reports**.

Teams & partners: managed full-stack, frontend and backend engineers (20+ across two Lead roles), working day to day with Product Managers, Designers, Data & Analytics, platform and DevOps teams, and external vendors.

Technical scope: responsible for customer-facing web platforms and a public API serving 50+ integrations, built with React, Next.js, TypeScript, Node.js, GraphQL, Python and Java on PostgreSQL, Docker, Kubernetes, Terraform, AWS and Azure, including CI/CD, observability and on-call.

How I lead: coaching, not directing. Clear goals and honest feedback, technical decisions made by the engineers closest to the code, and quality, reliability and learning treated as team habits.

AI & Claude Code: agents are part of my team's whole engineering lifecycle: a Claude Code skill pack and CodeRabbit in review and CI, custom agents on the Claude Agent SDK, Claude on AWS Bedrock and Langfuse for tracing and cost.

SELECTED IMPACT

- **Growing people:** 2 engineers promoted to senior track in 18 months; scaled the CheMondis team through full-loop hiring with CTO/VP sign-off.
- **Regulated domains:** **insurance** (Bupa International, MetLife) and **FCA-regulated retail banking** (Lloyds Banking Group).

LEADERSHIP & PEOPLE MANAGEMENT

People management

1:1s, quarterly reviews, IDPs, promotion cases and PIPs; input into compensation decisions.

Structured hiring

Hiring loops with defined stages (screening, technical, system design) and clear evaluation criteria; bar calibration across squads; onboarding guides so new hires ramp quickly.

Coaching technical leads

Coach senior engineers toward staff and lead tracks; decisions recorded in ADRs; my job is to unblock, not override.

Capacity & delivery

Quarterly OKR cycles end to end; balance roadmap demand against tech debt and reliability work; planning and ceremonies with delivery partners.

Cross-boundary coordination

Lead change across squads that do not report to me: shared standards, sequencing and early dependency resolution; vendor integrations (Stripe, Trustshare, Looker, LaunchDarkly).

Governance, change & reliability

Shipped inside FCA release and compliance controls at Lloyds; own on-call, incident response and blameless postmortems; codified guardrails and review norms for AI tools.

LEADERSHIP IN PRACTICE

Fixed deadline, 20+ repositories, squads I didn't manage

Situation The organisation's Apollo/GraphQL stack had fallen behind. Upgrading it touched 20+ repositories owned by several squads, with a fixed quarterly deadline and customer-facing traffic that could not go down.

Action Split the work into staged waves, agreed shared standards and one migration tracker with each squad lead, used agents for bulk scaffolding and progress tracking, and left implementation decisions with the engineers who owned each codebase.

Result Delivered on the fixed quarterly timeline with **zero downtime**.

Agentic AI as part of the engineering lifecycle, not a side tool

Situation AI tools were used ad hoc across squads on our React, Next.js, TypeScript, Node.js and GraphQL codebases, with no shared norms, while the same review feedback and quality checks were repeated by hand.

Action Packaged our standards as a shared **Claude Code skill pack** (7 skills, 5 custom commands) for PR review, pre-push gates, CI diagnostics and migration tracking, built from recurring review comments; added **CodeRabbit** on every PR; rolled it out squad by squad with norms, guardrails and hands-on onboarding.

Result Agents became part of everyday delivery across squads, from coding to review and CI; repetitive checks moved to automation, freeing engineers for design, risk and product questions.

Feature pressure vs. quality in a fast-growing team

Situation As CheMondis scaled, feature demand kept crowding out tech debt while the engineering team was growing quickly.

Action Negotiated protected tech-debt capacity with Product, Design and Backend leads; introduced SLOs with error budgets, ADRs, runbooks and onboarding guides.

Result The team grew with a shared, data-backed way for Product and Engineering to decide when to slow down.

APPLIED AI IN DAILY DELIVERY

Agent design & verification

Agents built with the Claude Agent SDK and Claude Code (custom agents, hooks, MCP servers); a tsc → tests → lint → build verification loop and a domain-scope refusal policy; agents for migrations, CI diagnostics and flaky tests.

Claude on AWS Bedrock

Claude models through Amazon Bedrock: IAM-scoped access and AWS-native deployment that fits existing AWS, Terraform and Kubernetes infrastructure.

LLM features & retrieval

Anthropic API: natural-language SQL over multi-tenant PostgreSQL (SQL validation, RBAC scoping), anomaly detection, AI tutor; RAG with LangChain, Ollama, prompt-injection defences.

LLM observability & cost

Langfuse tracing of prompts, tool calls and agent runs with latency and token cost per feature; prompt caching, rate limiting and a daily cost cap on motivatorpal.com.

ENGINEERING FOUNDATIONS

Languages & APIs

TypeScript/Node.js, Python, Java (Lloyds); REST and GraphQL API design, versioning and BFF patterns; typed schemas and runtime validation.

CI/CD & quality

GitHub Actions, CircleCI, Jenkins; unit, integration and E2E testing; quality gates on every PR; feature flags and staged rollouts.

Observability & operations

DataDog and Sentry dashboards, alerting and tracing; root-cause analysis and preventative follow-ups.

Cloud & containers

Azure (Lloyds) and AWS (AutoScout24); infrastructure as code with Terraform; Docker and Kubernetes deployments (manifests, Helm, kubectl).

Data

PostgreSQL schema design and migrations with DDL-safety checks, multi-tenant RBAC, idempotency, audit trails on money mutations; MongoDB, DynamoDB, Cassandra.

Security in regulated settings

Secrets handling, least-privilege data scoping, CSP and security headers; sensitive-data handling for document capture and face match at Lloyds; traceable changes.

SKILLS

People management · Hiring & calibration · Performance & career frameworks · Coaching tech leads · Capacity planning · Stakeholder management · Effective communication · AI governance & guardrails · LLM agents & RAG · Prompt engineering · Claude Code · Cursor · CodeRabbit · Copilot · Claude Agent SDK · MCP · Claude on AWS Bedrock · Anthropic & OpenAI APIs · Langfuse · TypeScript · Node.js · Python · Java · React · Next.js · GraphQL · REST API design · Micro frontends · PostgreSQL · Docker & Kubernetes · Terraform · Azure · AWS · GitHub Actions · DataDog · Sentry · Jest · RTL · Playwright · A/B testing & feature toggles · Accessibility (WCAG 2.1 AA) · Performance

WORK EXPERIENCE

Engineering Lead, Full-Stack & AI Technologies
AutoScout24 GmbH

08/2022 – Present *Munich, Germany*

Europe's largest online car marketplace.

Stack: React 18, Next.js, TypeScript, Node.js, Python, GraphQL (Apollo + Federation), AWS, Terraform, Docker, Kubernetes, Jest, Playwright, LaunchDarkly, Claude Code, Cursor, CodeRabbit.

- Engineering Lead with **8 direct reports**, combining people management with hands-on architecture, code review and delivery ownership.
- Led AI adoption across squads: Claude Code, Cursor and Copilot with review norms, guardrails and hands-on onboarding.
- Led the organisation-wide **GraphQL modernisation across 20+ repositories** with **zero downtime**.
- Replatformed the most-consumed public API (listing search, **50+ integrations** across web, desktop and native apps), replaying production queries against the legacy service before shifting traffic; delivered a **double-digit p50 latency reduction**.
- Hands-on with the delivery platform: services on **AWS**, infrastructure as code with **Terraform**, containerised deployments to **Kubernetes** and CI/CD quality gates.

Tech Lead
CheMondis GmbH

10/2019 – 07/2022 *Cologne, Germany*

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

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

- Tech Lead with **up to 5 direct reports**: 1:1s, performance reviews, IDPs, onboarding and escalations.
- Architected the web platform: component library, form primitives, data-heavy search, filter and list modules for large catalogues, and analytics/tracking infrastructure.
- Shipped commerce capabilities end to end: **Stripe payments, Trustshare escrow**, GDPR consent, Looker analytics and MJML-based transactional email.

Senior Interactive Developer, Publicis Sapient
Lloyds Banking Group

01/2016 – 03/2019 *London, United Kingdom*

One of the UK's largest banking groups: 30M+ customers, FCA-regulated.

Stack: Java, React, Redux, TypeScript/ES6+, Azure, Docker, SCSS, Jest, Jasmine/Karma, Sitecore.

- Delivered a reusable document-capture and face-match module and Financial Wellbeing platform features for retail-banking onboarding journeys, within FCA-regulated security and release constraints.
- Worked beyond the UI on **Java** services and **Azure**-hosted environments supporting the onboarding journeys, inside the bank's change and release controls.
- Core contributor to **SCEP**, the unified component library behind Lloyds' public and secured web estate; established **WCAG 2.1 AA** and legacy-browser standards.

Interactive Developer, Publicis Sapient
Bupa International & MetLife China

03/2014 – 12/2015 *Gurgaon, India*

International health insurance and healthcare group with 31M+ customers.

System Engineer
Tata Consultancy Services

01/2012 – 02/2014 *Gurgaon, India*

Clients: Fidelity Worldwide Investments, Hewlett Packard.

EDUCATION

Bachelor of Technology, Electronics & Telecommunications
Bharati Vidyapeeth College of Engineering
08/2007 – 08/2011 · Pune, India

LANGUAGES

English	*Full professional*
Hindi	*Native*
German	*A2, improving*

INTERESTS

Science fiction & tech trends

Travelling

Table tennis & snooker