

# Philip Castiglione

Software Engineering Leadership | Technology & Management Expert

 philipcastiglione@gmail.com  LinkedIn  GitHub

I excel at building and growing teams of engineers, strategic business & product thinking, and organisational leadership. I care about what I do and I help everyone around me to succeed.

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## Experience

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 **Elevate Partners** **Principal Consultant** *(Remote) Dublin, Ireland & Perth, Australia* 07/22 - now


- Varied leadership roles across tech companies & industries in US and APAC:
  - CTO (Australian HR B2B SaaS Startup)
  - Engineering Manager (NASDAQ listed fintech)
  - Platform Tech Lead (APAC data, machine learning analytics scaleup)
  - Principal Engineer (US stealth data/health startup)
- I rapidly build trust, respect and empathy in order to unite behind shared goals and drive positive change.
- A few outcomes achieved by myself and teams I was accountable for include:
  - Delivered strategic organisational restructure by leading the successful transition of mission-critical systems and infrastructure to newly established international teams, facilitating onboarding and knowledge transfer programs to ensure business continuity and accelerated team integration.
  - Spearheaded development of a B2B SaaS product from concept to MVP in 6 weeks, enabling successful founder pitches and key enterprise customer acquisition.
  - Led the parallel design and development of: an AI-enhanced HR SaaS platform, and a fully integrated automated sales engine for the B2B phone and email outreach team.

 **DIGIT, a Scopely Studio** **Platform Tech Lead** *(Hybrid) Dublin, Ireland* 11/19 - 06/22

- Led a team of 5 engineers; hiring, onboarding, mentoring; facilitating, growing and enabling them.
- Drove strategic initiatives including the cross-functional Battle Pass feature which achieved >\$100m USD annual revenue.
- Responsible for a highly efficient, consistent and robust architecture (Python, Flask, MySQL, Redis, Celery, Protobuf, AWS) to serve >100k heavy traffic real-time game CCU.
- Consistently received the highest rating on the scale at every performance review.

 **Cogent (acq. by Block NYSE: SQ)** **Software Engineer** *Melbourne, Australia* 04/18 - 11/19

- Initiated Cogent's AI & Machine Learning practice, building a public recommender system demo to drive client acquisition and then implementing an NLP pipeline to automate customer onboarding for a B2B SaaS startup, reducing manual effort by >40%.
- Every client I worked with tried to hire me.

 **A2I2 (Applied AI Institute)** **Machine Learning Internship** *Melbourne, Australia* 11/18 - 12/18

- A secondment from Cogent to upskill in AI/ML.
- Built a computer vision prototype for generating application UIs from hand drawn sketches.

 **JCurve Solutions (ASX: JCS)** **Software Developer** *Melbourne, Australia* 05/16 - 04/18

- Core contributor: learned best practices regarding code, tests, architecture, and the SDLC.
- Designed and built handrolled Authn/Authz system to OWASP standards supporting OAuth2 and ACL permissions using JWTs.



Hardhat Digital

Junior Programmer

Melbourne, Australia

06/15 - 05/16

- Executed a career change into the tech industry.
- Built CMS backed ecommerce sites, cross-platform phone apps and learned from a brilliant mentor.



University of Melbourne

Strategy and Business Analyst

Melbourne, Australia

'13 - '15

- Responsible for business case development, budget preparation and reporting to the executive.
- Designed and implemented a budget management framework for the Melbourne School of Land and Environment across 16 stakeholders. Achieved excess annual surplus versus financial targets of >\$1m on \$47m budget.

**SMA** Safe Marketing Australia

Non-Executive Director

Melbourne, Australia

'11 - '14

- Provided independent oversight and expertise to education sector marketing service provider.
- Strategic guidance, governance and risk oversight for the executive.



KPMG

Management Consultant -  
Operations & Strategy

Brisbane, Australia

'12 - '13

- Client facing Management Consulting advice and deliverables in the areas of: Operational and Process Improvement, Strategy, Business Performance Management and Organisational Design.

**SC Financial Group & Castiglione**  
**Securities Trading**

Co-Founder

Bangkok, Thailand & Perth,  
Australia & Melbourne, Australia

'09 - '11

- Co-founded and ran two boutique investment businesses trading in derivatives and foreign currencies.
- Raised more than \$500k in capital from private investors and managed stakeholder relations.



The University of Western Australia Senior Accounts Officer

Perth, Australia

'05 - '09

- Management, training and leadership of a team of five departmental staff.
- Major projects delivered include: Business Recovery Plan; a road map to a budget neutral position after years of sustained deficits & Unit Costing Project; methodology to determine the per-subject cost of teaching delivery within the school.

## Education



Deakin University

Bachelor of Computer Science

Melbourne, Australia

03/17 - 11/20

- Graduated top of my year, won just about every prize & scholarship available, whilst also working full time.
- Deakin Scholarship for Excellence, Professor of Information Technology Award, School of Information Technology Award, Patrick Pleass Memorial Award, Australian Computer Society Student Excellence Award, Graduated With Distinction.
- Founding Executive Member (Treasurer) of Deakin Software Engineering Club.



University of Melbourne

Bachelor of Commerce (Finance)

Melbourne, Australia

03/09 - 02/12

- High Distinction average, multiple academic awards, whilst also working mostly full time.
- CPA Management Accounting Prize, Sothertons Fraud and Forensics Prize.

## Technical Skills

I remain deeply technical. I have a broad skillset across Full-Stack Web Development, Scalable System Design, Software Architecture, Distributed Systems, Profiling & Performance Optimisation, Cloud Infrastructure, Observability and Monitoring, Analytics, Applied AI/ML & Generative AI.