Tobias Conio
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DIRECTOR OF ENGINEERING | PLATFORM & CLOUD LEADERSHIP

Director level Engineering leader with 15+ years of software engineering experience and 8+ years leading globally distributed teams. Specializes in platform engineering, cloud-native systems, CI/CD, and developer enablement, translating business strategy into scalable, reliable outcomes in regulated enterprise environments.

People-first mindset managing 15–25+ engineers and TPMs, owning roadmaps, budgets, hiring, talent development, and engineering standards while maintaining strong architectural judgment.

CORE COMPETENCIES

Platform Engineering & Infrastructure, Cloud-Native & Distributed Systems, CI/CD & Developer Productivity, API-First Architectures & Monorepos, Reliability & Observability, Security & Compliance, Engineering Strategy & Roadmaps, Cross-Functional Leadership, Talent & Cost Management

KEY ACHIEVEMENTS

- Increased engineering delivery velocity by 30% and sprint output by 20% through org design, standardized practices, and platform investment around the SDLC and BAU.
- Reduced re-engineering costs by 30% and accelerated time-to-productivity via scalable onboarding and developer enablement frameworks.
- Led enterprise CI/CD modernization, improving reliability, auditability, and developer autonomy while reducing operational toil.
- Delivered platform initiatives that eliminated external vendor dependencies and generated six-figure annual cost savings.
- Established incident response and reliability operating models, improving cross-functional alignment and reducing MTTR.
- Implemented governance frameworks for security, compliance, and responsible AI usage, enabling safe adoption of modern tooling at scale.

PROFESSIONAL EXPERIENCE

Ameriprise Financial

Senior Engineering Manager / Platform & Enablement Lead | 2021 – Present

Lead the Platform Capabilities & Enablement organization responsible for developer enablement, enterprise platforms, CI/CD standards, cloud modernization, and compliance tooling across Ameriprise and its subsidiaries.

Selected Leadership Highlights

- Defined and executed platform and developer enablement strategy, reducing onboarding time from four weeks to one week and improving time-to-first-contribution by 75%.
- Led CI/CD and monorepo modernization across 20+ repositories, improving delivery reliability and reducing DevOps intervention by 30%.
- Delivered FINRA-compliant content governance and self-service platforms, reducing regulatory risk and saving product teams ~30% in manual effort.
- Led cloud migration of 20+ applications to AWS EKS, improving reliability to 99% uptime while reducing infrastructure costs.
- Integrated Adobe Analytics and Launch Darkly to enable data-driven experimentation and personalization, increasing personalized digital experiences by 25% more across online vehicles within one year.

Ameriprise Financial (continued)
Designed and delivered an internal developer onboarding and learning platform using Next.js, Node.js, TypeScript, and PostgreSQL, standardizing knowledge transfer and reducing dependency on senior engineers.

Built and scaled a centralized video learning and knowledge platform in React and TypeScript integrated with external REST APIs, enabling asynchronous onboarding, vendor sessions, and cross-team knowledge transfer.

Led the design and delivery of a FINRA-compliant Content Inventory Audit capability for Bloomreach CMS using Java, React, and TypeScript, integrating external AdTrax REST APIs to enforce content traceability.

Defined and rolled out a standardized SPA architecture for frontend teams, enabling rapid conversion of static pages into CMS-driven React SPAs and reducing modernization timelines by 40%.

Led the migration of the corporate Newsroom from an external vendor to an internally owned React and TypeScript SPA, delivering six-figure annual cost savings and enabling teams through CMS training.

Delivered self-service tooling for business partners, including an HTML email editor that enabled standards-compliant output without engineering involvement.

Authored architectural specifications, capacity and traffic forecasts, migration timelines, and risk plans for cloud initiatives; provided executive-level reporting through completion.

Partnered with DevSecOps to standardize linting, security scanning, and Xray policies, reducing build failures and establishing enforceable quality and security standards.

College of the Holy Cross
Manager, Digital Technologies & Senior Web Developer | 2017 – 2021
Led the institution's first Agile development team while contributing as a senior IC, significantly reducing project backlog in Drupal and React.
Managed UX and web teams responsible for student journeys, personas, and information architecture.
Coordinated delivery with infrastructure teams and external vendors.
Partnered with digital marketing to visualize campaign data and optimize content workflows.

College of the Holy Cross – Investments
Manager, Digital Technologies & Web Developer | 2012 – 2017
IC engineer for high-traffic institutional websites, leading UX/UI design and development using JavaScript,Html, Drupal.
Directed version control, cloud migration, and large-scale redesigns, ensuring accessibility and mobile optimization.
Developed CI/CD pipelines and led migration to Git-based workflows.
Supported and customized 40+ partner websites, improving operational efficiency.

John Hancock Life Insurance Company (U.S.)
Web Developer, UX & IT Project Manager | 2009 – 2011
Developed and maintained 12 micro-sites and multiple standalone applications using HTML, JavaScript/XML, PHP, MySQL.
Built B2B and B2C tools including calculators, video players, and database-driven search experiences.
Led UI design, analytics integration, and vendor coordination.

EDUCATION & CERTIFICATIONS
Bachelor of Science (BS), Computer Science & Economics — College of Nürnberg
Project Management Professional (PMP)
Scrum Master Certification
UX / Mobile Design Certifications

TECHNICAL SKILLS
JavaScript, TypeScript, React, Next.js, Node.js, REST APIs, HTML/CSS, Git, Bitbucket, Jenkins, Bamboo, Docker, Kubernetes/EKS, Podman, AWS, PostgreSQL, MySQL, Sumo Logic, Power BI, Veracode, CyberArk, Black Duck, Xray, WCAG auditing