



Tobias Conio

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ENGINEERING MANAGER | PLATFORM & DEVELOPER ENABLEMENT

Engineering Manager with 10+ years of software development experience and 4+ years leading and mentoring engineering teams. Strong technical leader with hands-on experience building and modernizing cloud-native platforms, CI/CD systems, and data-driven applications in regulated environments.

Known for unblocking delivery, improving developer productivity, and balancing feature delivery with long-term system health through pragmatic technical leadership.

KEY ACHIEVEMENTS

- Increased delivery velocity by ~30% and sprint output by ~20% through team restructuring and engineering best practices.
- Reduced onboarding time from 4 weeks to 1 week by delivering structured onboarding platforms and documentation.
- Led monorepo, CI/CD, and cloud modernization (Bamboo → Jenkins, EKS migration), improving reliability and delivery speed.
- Enabled data-driven personalization and AI-assisted development through analytics, LaunchDarkly, and Copilot adoption.

PROFESSIONAL EXPERIENCE

Ameriprise Financial

Engineering Manager / Platform & Team Lead | 2021 – Present

Lead a platform enablement team delivering secure, compliant customer-facing systems including headless CMS, APIs, video components, search, and cloud services across Ameriprise and its subsidiaries.

Manage and mentor a team of 6–10 frontend, backend, TPM, and QA engineers across multiple locations; review designs and code, unblock delivery, and drive modernization through disciplined Agile practices.

Partner with product and business stakeholders to assess risk, make technical tradeoffs, and balance delivery with long-term system health in regulated marketing environments. Serve as on-call incident lead for platform services, actively leading triage, remediation, and post-incident follow-ups.

Built and led the global rollout of a centralized video platform in React and TypeScript, integrating external video-hosting REST APIs to enforce consistent versioning while maintaining backward compatibility across multiple player implementations and technology stacks. Enabled support for interactive video features without disrupting existing consumers.

Led the design, proof of concept, and production adoption of an AI-powered chatbot using React and TypeScript for public-facing sites, coordinating across multiple internal teams to implement secure input filtering, response validation, and governance controls.

Evaluated, piloted, and rolled out AI-assisted development tooling, defining practical guardrails to maintain code quality and security.

Designed and delivered an internal developer onboarding and learning platform using Next.js, Node.js, React, TypeScript, and PostgreSQL, reducing time-to-first-contribution from four weeks to one week.

Developed an internal Active Directory role visualization tool in Next.js, Node.js, React, TypeScript, improving access, management clarity and engineering decision-making by accessing the AD role server directly via SSO allowing a full picture of associated groups by SSO.

EXECUTION & CAREER PROGRESSION

Ameriprise Financial (continued)

Led and migrated 20+ on-prem application repos to AWS EKS, establishing containerization and deployment standards using Docker, Kubernetes, Jenkins, Bitbucket, and Podman.

Authored architectural designs, capacity forecasts, migration plans, and supported production rollouts, improving platform reliability to ~99% uptime.

Integrated Adobe Analytics and LaunchDarkly to enable experimentation and data-driven personalization, expanding personalized digital experiences across ~25% more online properties within one year.

Partnered with DevSecOps to standardize linting, security scanning, and Xray policies across pipelines, reducing build failures and improving consistency.

College of the Holy Cross

Engineering Manager / Senior Web Developer / Team Lead | 2017 – 2021

Led the College's first Agile development team of five IC engineers while contributing as a senior IC to reduce backlog and accelerate delivery in JavaScript, Drupal, PHP.

Managed UX and web teams, defining student journeys, personas, and information architecture.

Coordinated delivery with infrastructure teams and external vendors.

Partnered with digital marketing to visualize campaign data and measure impact.

College of the Holy Cross – Investments

Web Developer | 2012 – 2017

IC engineer for high-traffic institutional websites using JavaScript, HTML/CSS, Drupal, and WordPress.

Led cloud migrations, redesigns, accessibility improvements, and Git-based workflows.

Supported and customized 20+ partner websites.

John Hancock Life Insurance Company (U.S.)

Web Developer / Technical Project Manager | 2009 – 2011

Built and maintained 10+ micro-sites and standalone applications using HTML, JavaScript/XML, PHP, and MySQL.

Developed calculators, video players, and database-driven search tools for Business teams.

Led UI design, analytics integration, and vendor coordination.

EDUCATION & CERTIFICATIONS

College of Nürnberg (GER) — MS, Computer Science & Business Administration

Project Management Professional (PMP)

Certified Systems Engineering Professional (CSEP)

Scrum Master Certification

UX / Mobile Design Certifications

TECHNICAL SKILLS

JavaScript, TypeScript, React, Next.js, Angular, Node.js, REST APIs, Git, Jenkins, Bamboo, Docker, Kubernetes/EKS, AWS, PostgreSQL, MySQL, Sumo Logic, Power BI, Veracode, CyberArk, Black Duck, Xray, Adobe Analytics, Adobe Target, LaunchDarkly