

Paris Apostolopoulos

ENGINEERING MANAGER · HANDS-ON TECHNICAL LEADERSHIP

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EXECUTIVE SUMMARY

Engineering Manager with two decades of software delivery experience built mainly across retail and consumer technology, including lead roles at Ticketmaster and Holland & Barrett rebuilding customer-facing platforms from the ground up. Combines full people and budget accountability with a hands-on technical style, staying close to architecture, code and delivery rather than delegating them away. Currently leads engineering within a major UK bank, restructuring a 43-strong group at Lloyds Banking Group into a leaner, better-balanced team while personally leading its technical migration to Google Cloud and modern Java microservices and bringing that same hands-on, delivery-first approach to a large, complex organisation.

KEY AREAS OF IMPACT

- Hands-on technical leadership: continues to write code, review architecture and set technical direction personally rather than managing purely through delegation.
- Cloud and platform transformation: has led two separate legacy-to-cloud migrations (Holland & Barrett, Lloyds Banking Group), each cutting operational cost while modernising the underlying architecture.
- Team building at scale: repeated track record of building, restructuring and rebalancing engineering teams, including onshore/offshore mix, without losing delivery pace.

KEY SKILLS

Engineering Management – Hands-On Technical Leadership – Cloud Architecture (GCP, AWS) – Kubernetes & Istio – Java / Spring Boot – Team Restructuring & Scaling – Budget Ownership – Digital Transformation – Event-Driven Architecture (Kafka) – CI/CD – Stakeholder & Product Alignment – Mentorship & Coaching – Large-Scale & Regulated Environments – AI-Assisted Development Adoption

TECHNICAL SKILLS

Java, Spring / Spring Boot, Kubernetes (EKS, Istio), Google Cloud Platform, AWS, Kafka / Kafka Streams, Terraform, Docker, Python, GitLab CI, Jenkins, Prometheus / Grafana, Elasticsearch / Kibana, REST APIs, microservices architecture, AI-assisted development tools (GitHub Copilot, coding agents, Google Vertex AI SDK)

PROFESSIONAL EXPERIENCE

Engineering Manager

Lloyds Banking Group · London

May 2025 – Present

- Leads engineering for the Digital Inbox, one of the few customer-facing features in the Lloyds mobile app, delivering statements, letters and push notifications to millions of customers each month.
- Restructured a 43-strong engineering organisation of three feature teams (70% offshore) into two feature teams of 23 with a balanced 50/50 onshore-offshore model within the first year.
- Built two new feature teams from scratch, leading recruitment, onboarding and the reset of the technical roadmap for the Customer Communications platform.
- Led the technical migration from a 10- to 15-year-old Java stack onto Google Cloud, Kubernetes and modern Spring Boot microservices, acting as architect as well as engineering manager.
- Restructured core codebases directly and set the Kubernetes, cloud deployment and CI/CD standards later adopted by other engineering teams across the organisation.
- Provided code reviews, architectural input and hands-on delivery support to other engineering teams undergoing the same cloud transformation, as one of the few hands-on engineering leads in the organisation.

- Introduced AI-assisted development practices, including coding agents and GitHub Copilot, guiding engineering teams through early adoption of tools not previously used within the organisation.

Engineering Manager

2021 – May 2025

Holland & Barrett · London

- Grew the engineering department from 5 to 12, owning recruitment end-to-end from job specification through to onboarding.
- Redesigned and modernised a loyalty platform onto a scalable, cloud-based architecture with flexible point and voucher management, cutting operational costs by 20% and improving transaction speed.
- Migrated core systems off a 20-year-old technology stack, reducing year-on-year operational costs by millions of pounds and materially improving performance.
- Managed multiple departmental budgets, identifying cost savings while maintaining recruitment and training quality.

Senior Software Engineer

2020 – 2021

Mettle (NatWest Ventures) · London

- Joined a newly formed team building a cloud-centric core banking utility platform, integrating ledger, payments and third-party payment systems, in a first exposure to the banking sector.
- Delivered the incorporation of Faster Payments (FPS), BACS and Mastercard card payments, ensuring compliant and reliable transaction processing.

Lead Platform Engineer

2019 – 2020

Yapily · London

- Led the migration of Yapily's cloud infrastructure to Google Cloud, improving scalability, performance and cost efficiency.

Lead Software Engineer

2016 – 2019

Ticketmaster Intl · London

- Directed the backend team responsible for web APIs and integration systems across the EU and Australia regions.
- Managed Kubernetes deployments on AWS, configuring clusters with Terraform and optimising Spot Instance usage for cost efficiency.
- Optimised the CDN and routing layer using Fastly (VCL, Terraform), improving availability and content delivery speed across regions.

EARLIER CAREER

Senior Software Engineer

2015 – 2016

Technology Nexus · Luxembourg

Team Lead

2013 – 2015

Advantage AFSE · Athens

Team Lead

2007 – 2013

Trasys.be · Athens

Java Developer

2006 – 2007

Antcor (u-blox) · Athens

EDUCATION

Executive MBA

2011

University of Kent, Canterbury UK

MSc Distributed Systems and Networks

2004

University of Kent, Canterbury UK

BSc Computer Science

2003

University of Wolverhampton UK