

# Marco Tedone – Curriculum Vitae

## Personal Details

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## Profile

I'm the Principal Enterprise Architect, within Application Architecture, for API, Integration, Microservices, Service Mesh, EDA and Serverless Applications, working for a leading international bank. Technology Leader, experienced consultant, author, speaker and lecturer, with over 30 years of experience in IT, many of which spent in building high performing teams within modern architecture stacks.

I hold a MSc in Computer Science (Merit). My main areas of expertise include: Technology Leadership (engineering, architecture, Cloud), API, Integration, Microservices, Event Driven Architectures, Service Mesh, Serverless, Container Platforms, API and Microservices Security, API automated governance, API KPIs, Full Stack development, Container Architectures and Technologies, Banking Business Architecture (I'm BIAN Certified), building high performing teams, Agile and DevSecOps coaching, injecting agility into organisations, Testing Automation (unit, integration, performance, acceptance) and Software Craftmanship coaching. I'm also well versed and an advocate for Clean Code.

## Main Skills

- **People:**
- Growing high performing (international) teams
- Coaching, mentoring, reverse mentoring, reciprocal mentoring, Leadership, Followership, Culture of Feedback
- **Modern Architectures:**
- API, Integration and Microservices, Containers (Docker, K8S), Serverless, Service Mesh, EDA
- API Security, API Automated Governance, API KPIs
- API Management Platforms, Developer Portals, API Gateways, etc
- Modern Architecture Strategies, Reference Architectures, Governance, etc
- BIAN – Certified – Thought Leader
- **Full Stack Development**
- Modern Javascript, Typescript, Node.js
- Angular and (some) React
- Webpack, Babel
- HTML / Bootstrap
- Java / Spring (Boot), Bash scripting
- CI/CD, DevSecOps, Container platforms and tools, Cloud
- **Ways Of Working**
- Lean Enterprise Transformation and Improvement Coaching Kata (ICK)
- DevOps Leadership – Continuous Delivery, Enterprise Collaboration, Cloud and automation
- Inject agility in organisations
- Business Banking Architecture
- DevOps ALM stack in most of its flavours (Atlassian stack, Git and GitHub, Jenkins, Ansible, AWS, Terraform, GitHub Actions, etc)

- Requirements engineering and automation (BDD)
- Testing Automation (TDD, Best Practices)
- Clean Code
- Enterprise / Application Architecture

## Employment History

Mar 2019 – Present **HSBC Central Architecture**

### ***Principal Enterprise Architect – API, Integration, Microservice, EDA, Serverless and Service Mesh***

I was promoted to Director and Chief Architect (later role was renamed as Principal Enterprise Architect) in March 2019. In my current role I'm responsible for leading a team who defines the group API, Integration, Microservices (AIM), Serverless, EDA and Service Mesh strategies and Reference Architectures and lead the community of practice that defines standards, best practices, guidelines for these topologies. I'm also a leader in the rollout of BIAN within the enterprise and have written the group BIAN strategy in collaboration with my colleagues and got it approved by the Technology Exec Board. I'm also part of the EFOSS board, a steering group who governs the donation of group's software to the open source community, as well as the contributions to existing projects and the sharing of IP. I'm involved in several mentorship initiatives and am also helping the Group's Architecture Practice with enhancing the ways of working. I've recently led the rollout of the group's internal API Developer Portal which went live in September '22, increasing API Discovery and Reuse.

Apr 2017 – Mar 2019 **HSBC Central Architecture**

### ***Global Head of API, Integration and Microservices (AIM) Practice***

While in this role I've successfully led the team to deliver the following outcomes:

- Led the establishment of working groups for APIs, Integration, Microservices, Security, Logging and Monitoring and External APIs. At the time of writing the working groups released over 90 standards for the bank
- Led over 22 successful engagements with "internal" customers, mainly to coach teams to write APIs and Microservices. Today all major programmes in the bank engage with my practice for advice.
- Resolved some of the most important problems for the bank, including Security and API interoperability as well as Technical Platform guidance and architecture
- Led the development of tools for engineers to help them build quality and reusable APIs in a timely fashion and in alignment with the company values and standards
- Masterminded the concept of metadata for APIs to make them searchable and reusable
- Regularly produced decks for C-suite stakeholders
- Acted as main stakeholder in the selection of some strategic API and Microservices tools for the bank
- Led the creation of some award-winning tools and led the first HSBC initiative to donate software to the Open Source Community
- Mentored "Women who wants to enter Architecture" in India as part of the Unicorn programme, leading to my mentee to get a job as Solution Architect in a major programme in the bank, helping her to fulfil one of her dreams

Nov 2016 – Mar 2017 **HSBC Central Architecture**

### ***Global Head of Microservices***

In this role I was responsible for the Microservices Practice leadership

August 2016 – Nov 2016 **HSBC Global Standards**

### ***Global Head of Lean Enterprise Transformation***

In August 2016 I was appointed Global Head of Lean Enterprise Transformation for Global Standards. HSBC is undergoing a fundamental shift in its way of working, initially through the widespread adoption of a DevOps operating model and an Agile mindset. The initiative was driven centrally by the ITT (IT Transformation) team and each GB/GF has a representative in charge of moving the GB/GF to a set of Lean Enterprises.

May 2015 – July 2016

## **HSBC Global Standards**

### ***DevOps and Testing Automation Strategy Lead – Global Standards***

I was asked to define the DevOps and Testing Automation strategy for Global Standards, in particular the KYC programme CDD (Customer Due Diligence). When I joined Global Standards there was no DevOps or Testing Automation operating model. The first thing I did was to design a Delivery Pipeline and then I asked my collaborators to implement it both on Jenkins and in our way of releasing business value.

Nov 2011 – May 2015

## **HSBC GBM – Research IT**

### ***Senior Development Manager – Agile Coach***

Since my arrival, I was able to lead a cultural transformation within the department and as a consequence they moved to Scrum, Java 1.6, Subversion, TDD, BDD, JUnit, JBehave and Selenium and to Jenkins for Continuous Integration. As a consequence of this transformation, our testers became Developers In Test, skills that won them an award as best team in Pune, India.

Oct 2008 – Oct 2011

## **UBS (<http://www.ubs.com>) as Associate Director**

June 2011 – October 2011

### ***Promoted as Team Leader in an e-Commerce feature team***

I was leading a team of 5 members; our mission was to deliver functionalities in our new e-Commerce platform. We implemented SCRUM methodology and embraced an Agile mind-set. I acted as a Scrum Master making sure the team was following the Scrum Framework and acting as a servant-leader.

July 2010 – May 2011

### ***In charge of our platform migration to RH5***

I was asked to take all necessary activities to allow the migration of our current CRM platform to RH5. Main activities consisted of:

- Migration of all our software to Spring 3
- Design and implementation of a new security API based on Spring 3 security for HTTP basic authentication and authorisation, interfacing with the firm security system through Web Services
- Upgrade to Java 6
- Upgrade to Tomcat 6
- Upgrade to Apache 2.x and Apache/Tomcat mod\_jk connector
- Porting of legacy projects to our standard architecture based on Maven and Spring 3

The migration was successful, delivered on time and on budget. As a side effect, I have also installed Nexus for the whole department and developed a custom Maven plugin to upload artifacts with their license to our Nexus repository to meet auditory requirements. I also led the transition from Hudson to Jenkins.

January 2010 – July 2010

### ***Build Engineer / Development – Deployment infrastructure manager***

I was asked to take ownership of our development/deployment/continuous integration environments with the goal of giving the department the ability to rollout services on a monthly basis instead of once every quarter. I took ownership of our CI environment (Hudson) and reduced the build time from 30 to 10 minutes, automated our weekly deployments reducing deployment time from 5 to 2 hrs and code freeze from 5 hrs to 10 mins. I defined processes around deployment best practices, Wiki documentation and user-guides. I introduced TestNG and Checkstyle into our development environment, created setup documentation for new developers and have been a key resource in the improvement and

standardisation of various development/deployment processes, achieving cost savings. The outcome of the project was a man week worth of savings every month.

October 2008 – January 2010

**Java Technical Lead.** The firm hired me as Java Technical Lead with the mandate to participate and improve development best practices and patterns within my team and also to participate hands-on to the development of our software. During these two years I contributed to the improvement of the department development best practices, to the adoption of Agile/SCRUM methodologies, the standardisation of build and deployment processes and to the adoption of the right technologies.

**More history available on request**

## Education and Certification History

- 2022 - October – **Achieved the BIAN’s Banking Architecture Foundation Certificate**
- 2017 - March – **Mulesoft Certified Developer – API Design Associate (RAML 1.0)**
- 2015 - November – **AWS Certified Solution Architect Associate**
- 2014 - July – **Completed IDG’s leadership course Fusion**  
(<http://www.inspirationaldevelopment.com/Testimonials-Awards/Awards>)
- 2013 - July – **Achieved the PSM I certification @ Scrum.org**
- 2010 - June – **Completed the Java Specialists Master Course, by Heinz Kabutz**  
(<http://www.javaspecialists.eu/courses/certificates/?uuid=508699b6-ab16-4333-92a1-ef689cd5ab39>)
- 2009 - December – **Awarded MSc in Computer Science, with the Mark of Merit** at Birkbeck University, London.
- 2009- November – **Introduction to Financial Markets @ UBS**
- 2007 - September – **Awarded the Sun Certified Java Programmer certification for Java 5.0**
- 2005 - March – **Awarded the Sun Certified Web Component Developer certification for J2EE 1.4** (Includes Servlets 2.4, JSP 2.0, JSTL 1.1, EL, Classic and Simple Tags, Security, J2EE Patterns)
- 2004 - August – **Awarded the Sun Certified Business Component Developer certification for J2EE 1.3**
- 2003 - October – **Awarded the Sun Certified Java Programmer certification for Java 1.4**
- July – **Awarded the ECDL (European Computer Driving License) certification**
- 1991 - July - **Awarded an accountancy and software programming diploma**

## Professional Goals

Grow the highest performing technology teams and solutions on the planet.

## Personal Initiatives

1. I’m the creator of PODAM (<https://github.com/mtdone/podam>), the de-facto Java open-source test aiding tool to auto-fill JavaBeans and POJO with data.

## Interests, Activities

Family, Snooker, Salsa dancing, Professional Development, reading/writing technical articles/books/blogs, keeping fit and healthy, international travel, boxing.