

SOFTWARE ENGINEERING MANAGER

Warren de Leon



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Profile

Software Engineering Manager with over ten years in mobile, specialising in React Native at scale. Most recently owned the mobile platform behind Hargreaves Lansdown's new app, and led two squads through Sky's SAFe release train. I pair hands-on technical direction with the people side of leadership: hiring, coaching, and growing engineers into confident, independent contributors.

Experience

Hargreaves Lansdown

Mar 2026 – Jun 2026

Engineering Manager — Mobile Platform

Led the Mobile Platform squad building HL's new React Native app from scratch, replacing the native iOS and Android apps and owning the platform every mobile team shipped through. A brownfield migration to React Native + GraphQL for a business managing £150bn+ across a million+ active users, covering Product Manager and Principal Engineer responsibilities alongside the EM role.

- Delivered a high-profile, time-critical IPO launch ahead of a deadline brought forward twice, shipping a virtual waiting room across iOS and Android to hold a projected **500k+ concurrent applicants**.
- Hired **3 engineers** into the platform team and helped staff a sister squad, running six interviews toward a further hire, then ran the platform handover from an outgoing offshore team, leaving the London team releasing independently.
- Set the technical direction: proved module federation viable on React Native with two proof-of-concepts, and turned discovery into a **67-epic** backlog with Scrum practice and full platform documentation.

TypeScript · Swift · Kotlin · React Native · Apollo GraphQL · Appium

Software Engineering Manager

Led two engineering squads within the SAFe-based Join, Onboard & Engage release train, part of Sky's Cross-Product Sales Experience portfolio, spanning delivery ownership, technical oversight, people management and cross-functional collaboration.

- Managed **10+ engineers** (permanent, contract and early-career) through regular 1:1s, feedback, mentoring and progression.
- Drove PI planning, ART syncs and roadmap alignment, guiding architecture for both React Native and web stacks.
- Developed multiple early-career engineers from graduate onboarding through to promotion and independent delivery.

Senior React Native Engineer

Jan 2023 – Oct 2023

Built the new eSIM React Native journeys (activation, installation, conversion, reinstall) for eSIM-only devices, and mentored junior and mid-level developers.

TypeScript · React Native · Apollo GraphQL · Redux Toolkit · WebdriverIO · CircleCI

Stadion Lead React Native Developer

Sep 2022 – Nov 2022

Led the team building the Chelsea FC Fifth Stand app: mentored developers, shaped requirements with the client, and ran POCs to validate new features.

TypeScript · React Native · Redux Toolkit · Detox · CircleCI

Candide Senior Software Engineer

Apr 2022 – Jul 2022

Built the new React Native apps for Babylonstoren and The Newt.

TypeScript · React Native · Redux Toolkit · Detox · CircleCI

xDesign Lead React Native Developer

Sep 2021 – Apr 2022

Led a NodeJS / ReactJS / React Native team for FanDuel, and stood up the Zonal tablet POS to a **4-month MVP** while shaping xDesign's React Native practice.

TypeScript · React Native · ReactJS · Redux · RxJS · Detox · Bitrise

Concentrix TigerSpike Senior Software Engineer

Apr 2021 – Sep 2021

Led a transformation squad converting the Priority Pass, Mastercard Airport Experience and LoungeKey apps from native iOS/Android to React Native.

TypeScript · React Native · Redux Toolkit · Bitrise

EARLIER CAREER

OpenHealth Group — Senior Software Engineer · React Native

Nov 2020 – Apr 2021

BP — Senior Software Engineer · React Native platform

Nov 2019 – May 2020

Shell — Software Engineer · React Native

Nov 2018 – Nov 2019

WonderBill — Software Engineer · React Native & web	Dec 2017 – Nov 2018
Nucleus Central — Frontend Developer · Angular 4	Jul 2017 – Nov 2017
Lexel Software — Multiplatform Developer · Angular & Android	Sep 2016 – Jun 2017
All Now Europe — Frontend Developer · React / Redux / Sagas	May 2016 – Sep 2016
Altran — Full-Stack Developer & JavaScript Teacher	Dec 2015 – Mar 2016
Desigual — Software Developer · Java / Oracle ATG	Aug 2015 – Dec 2015
Everis NTT Data — Backend Developer · Java / Spring Batch	Apr 2015 – Jun 2015
Teknon Uroclínica — Full-Stack Developer · Spring Boot / Android	Oct 2014 – Apr 2015
Edenic Games — Android Teacher · Smart Employability Program	Oct 2012 – Jul 2014

Skills

Leadership

Engineering management People leadership Hiring & onboarding
Coaching & progression Cross-functional collaboration

Programming languages

TypeScript JavaScript Swift Kotlin Java

Frameworks & libraries

React Native ReactJS Apollo / GraphQL Redux Toolkit RxJS
React Navigation Angular

Architecture

Module Federation Brownfield native bridging Design systems

Testing

Jest RN Testing Library Detox Appium WebdriverIO

CI/CD & Tools

CircleCI Bitrise Azure DevOps GitLab CI Fastlane

Ways of working

SAFe Scrum Kanban Tribe / Squad BDD / TDD

Education

Multiplatform Applications Development (HND) · Stucom Centre d'Estudis	2014 – 2016
Web Applications Development (HND) · Stucom Centre d'Estudis	2012 – 2014
Networks & Microcomputing Systems · Vocational diploma · Stucom Centre d'Estudis	2009 – 2011

Oracle Certified Associate · Java SE7

CircleCI · Complete Introduction

Fastlane for React Native

Languages

Spanish **Native** Catalan **Native** English **Fluent** Filipino (Tagalog) Comprehension only