

Matt Bilson

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With 20 years' experience spanning creative agencies, big brands and a regulated fintech, I lead teams through change, growth and all the gnarly challenges that come along the way.

Confident in the grey, messy space when no-one knows the answer yet.
Focused on the people and the outcomes, not just the technology.
Leading excitedly into the future now the industry has changed... again.

Highlights so far...

- Scaling and maturing a start-up without slowing down, leading to 6x revenue growth at [Hnry](#)
 - Uniting two technical teams during a company merger at [Springload](#)
 - Pivoting a start-up and launching an app to bring love back to the real world: [Antidate](#)
 - Delivering projects for Google - training over 2 million users in 40 countries with [learndigital.withgoogle.com](#), inspiring young girls to code with [Google Made With Code](#), and top-secret R&D creating [Google Live Case](#)
 - Fighting a DDOS attack on mindfulness at [Headspace](#)
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Hnry - Head of Engineering & CISO (2022 to present)

Hnry handles tax and financial admin for sole traders in New Zealand, Australia and the UK.

I report to the CEO and lead a pragmatic, strategic and high velocity Engineering team, delivering against high expectations, fast growth and navigating constant change.

- **Growing and maturing without slowing down**
Grew Engineering from 20 people in Wellington and Sydney to 70 across four countries, from Series A to Series C, while shipping major product features, including expansion to the UK.
- **Strong retention and internal progression through rapid growth**
Defined the roles, career frameworks and progression to scale a team across countries and new layers of leadership. Mentored and coached throughout, while holding a clear performance bar and having the hard conversations when needed.

- **Maturing how we build, ship and respond**
We ship to production 10 to 20 times a day, with a low change failure rate and fast incident response. We've evolved our structure, tooling and architecture to support growth without trading quality or resilience.
- **Making security an enabler of expansion, rather than a blocker**
Led the org-wide programme that matured informal practice into a certified ISO 27001 programme, navigating increasing risk and regulations as we scale and expand.
- **Embedding AI within our engineering practice and organisation**
Led training and adoption across the team, developed specialised agents and skills spanning the software development lifecycle, and built custom infrastructure for private, governed data access.

Springload - Head of Technology (2017 to 2022)

Wellington digital agency. Reported to the CEO, sat on the leadership team, and led a technical team of 40 across web and mobile development, testing, architecture, devops & infrastructure.

- Defined and led company and technical strategy, balancing long-term capability building against short-term client and commercial pressure.
- Sales and business development: scoping, estimating, pitching and holding technical credibility in the room with startups, enterprise and government clients.
- United two technical teams through a company merger, including structure, levelling, tooling and culture.
- Built new reporting on company metrics, including utilisation and delivery health, to improve decision making across the business.

Earlier Career

Contract technical leadership and development, London and Europe (2012 to 2017)

- **Technical Director, Headspace**
Product and technical leadership, creating installations, supporting vendor procurement, and fighting DDOS attacks!
- **Technical Lead, rehabstudio.** Architected and built Google's [Learn Digital platform](#), which trained over two million users across 40 countries. Delivered Google's [Live Cases tool](#).
- **Technical Director, Nexus Interactive Arts.**
Managing updates and creating new projects for [Google's Made With Code](#) platform.
- **CTO, Antidote.** Launched [a one-of-a-kind dating app](#) with the founding team.
- **Senior Developer, IBM iX**
- **Creative Technologist & Project Lead, Tellart**

Resn, Technical Director (2011 to 2012)

Delivering projects for Hennessy, Toyota and Google, alongside strategic evolution of the studio's technology base.

Specialmoves - Developer (2006 - 2009), Technical Lead (2009 - 2011)

Leading the re-development of rolex.com, as well as many creative campaign sites.

Education

BSc (Hons) Digital Art and Technology, *First Class Honours*.

University of Plymouth, UK, 2002 to 2006.

References (*and getting into more detail over coffee!*) available on request