

Ángel Campos

Director of Engineering / Engineering Lead / Engineering Manager

PROFESSIONAL SUMMARY

Results-driven Engineering Manager with extensive experience leading and scaling high-performing teams to deliver global products. Passionate about driving impact for both team members and customers by aligning business goals with personal development. Proven track record of building engineering cultures, mentoring leaders, and delivering innovative developer tools, API solutions, and ecommerce integrations adopted by thousands of users globally. Skilled in fostering cross-functional collaboration and achieving measurable results in fast-paced, high-growth environments.

WORK EXPERIENCE

Director of Engineering (Engineering Lead) Adyen - Amsterdam, Netherlands

Jan 2023 - Present

- Lead 5 teams responsible for Developer Experience at Adyen, managing 30+ people with a wide variety of roles, from Junior to Senior engineers, Staff engineers and Engineering Managers.
- Drove the growth of multiple high-impact projects, such as ecommerce integrations with platforms like Salesforce and Adobe, impacting 3,000+ Adyen merchants with more than 50% increase in adoption in 5 years.
- Spearheaded the development and maintenance of developer tools, including API SDKs in 7 major languages and API documentation tools using OpenAPI specifications.
- Played a key role in making the Adyen webhooks API the recommended integration method for Adyen's payment platform, serving as the backbone for asynchronous use cases across most merchant platforms in Digital and POS environments.
- Built and nurtured a culture of growth, mentoring 5+ engineers into leadership positions during my tenure.
- Led high-severity incident response, mitigation, and operations for outages impacting 1000s of API clients.
- Led cross-functional teams to create a payment method testing tool, enhancing API communication for merchants integrating with partners like PayPal, Klarna, and GrabPay.
- Championed clear communication and alignment across teams, resulting in consistent, impactful product launches, like a new webhooks infrastructure for rapid scaling and high resilience based on RabbitMQ and PostgreSQL.

Previous roles at Adyen working on the same products: Tech Lead, Software Engineer (2020-2023)

Engineering Manager (Technical Manager) OMNI.PRO - Panama City, Panama

Jul 2017 - Nov 2019

- Built and led a 15+ members engineering department from the ground up, including engineers, tech managers, cybersecurity SMEs, and DevOps specialists.
- Implemented a results-driven engineering culture, focusing on KPIs and high output to deliver omnichannel products for major retailers in Central and South America, with 5+ global and regional scale ecommerce platforms (examples: panafoto.com, sportline.com, linkpromo.com).
- Developed the very first engineering workflows, processes, and mentoring programs, accelerating team growth and product delivery.
- Worked closely with senior leadership and founding team to align engineering goals with business objectives, driving the success of the agency's product development initiatives during scaling years.

Co-Founder & Engineering Manager
Adamantio - Maturín Venezuela

Apr 2010 - Jun 2017

- Co-founded and grew a software agency that provided end-to-end IT solutions, including requirement engineering, software development, and IT change management.
- Led a team of 8 professionals, including backend/frontend engineers, business analysts, and QA, focusing on delivering high-impact projects for clients in Venezuela, Colombia, Panama, and USA.
- Delivered a networking monitoring platform using SNMP for Banco Mi Casa EAP, enhancing their IT monitoring for 100+ ATMs across Venezuela, complementing existing tools like Solarwinds.
- Provided customized CRM solutions for Grupo A.I.R. in Panama, optimizing their operations for calamity inspections.
- Played a key role in client management, sales, project management, and technical development, driving business growth through a customer-first approach and consistent delivery of impactful IT products.

EDUCATION

BEng. Systems Engineering - Universidad de Oriente VE

Venezuela, **Jul 2010**

PUBLICATIONS

[Information systems strategic plan for Corporación Parque Tecnológico de Oriente, Venezuela](#)

Venezuela, **May 2011**

CERTIFICATIONS

AWS Certified Solutions Architect - Associate

Venezuela, **Jan 2017**

AWS Certified Developer - Associate

Venezuela, **Jan 2017**

Magento 2 Certified Professional Developer (Adobe Commerce)

Venezuela, **May 2019**

Magento Professional Cloud Developer (Adobe Commerce)

Venezuela, **Jun 2019**

VOLUNTEER & PRO BONO EXPERIENCE

- Co-founded [Resonalia.org](#), a Latin American NGO that fosters sensible urban planning, feminism, and equitable access to urban mobility.
- Published “[My Story, My Terms](#)” book in 2022, echoing the work of [nownyc.org](#) in enabling sexual violence survivors in their fight for psychological well-being.
- Presented “Freedom of movement report in Venezuela” in 2020 ([news article](#)), our research on the social crisis and its relationship with urban planning, gender equality, and mobility rights.

SKILLS

Talent performance management
Modern programming languages
Customer facing

AWS
Engineering strategy
Fintech and payments

APIs, documentation, and tooling
Product Management
Ecommerce