

Juan Buhagiar Duijst

Location: Hamrun, Malta

Languages: English & Maltese (Bi-Lingual), Dutch (basic)

Website: <https://juan.mt>

LinkedIn: <https://www.linkedin.com/in/juan-buhagiar-duijst-b419534a/>

Work Preference: Malta or Remote



Professional Summary

Engineering Manager with 10+ of **software engineering** including 5+ years of **people leadership** experience and deep technical expertise in **distributed trading platforms, fintech,** and high-throughput **event-driven systems** including **0-1 product scaling in high-frequency trading (HFT)** environments. Proven track record building and scaling engineering organizations from the ground up; hiring talent (including staff engineers), establishing processes, and mentoring engineers through career growth. Lead **cross-functional teams** with embedded **architectural oversight**, balancing delivery velocity, reliability, and business objectives. Strong background in **AWS/Kubernetes** infrastructure, **Java/Spring** ecosystem, and **CQRS** event sourcing. Known for creating collaborative team cultures, transparent decision-making forums, and operationally excellent delivery.

Leadership & Management Profile

People Leadership: Managed 16+ direct reports across backend, DevOps, and QA; owned full management cycle including hiring, onboarding, performance reviews, compensation input, and career development.

Team Building & Organization: Designed and scaled Malta-based engineering hub from 0 to 16+ engineers; established hiring criteria and onboarding playbooks. Built a collaborative culture with strong technical standards.

Cross-Functional Alignment: Partnered with product, operations, sales, and C-level executives to align technical roadmaps with commercial goals; led trade-off discussions between reliability, feature velocity, and cost.

Technical Decision-Making: Chaired architecture review board to standardize patterns, reduce duplication, and enable team autonomy across multiple product teams.

Key Skills & Expertise

- **Engineering Leadership:** Team scaling, hiring & candidate assessment, structured onboarding, 1:1 coaching, performance calibration, succession planning, organizational design, conflict resolution, cross-team alignment, technical roadmap planning, incident command, process design (Scrum, Kanban), ISO 27001.
- **Software Architecture:** Event-driven systems (CQRS, event sourcing), distributed systems, microservices, monolith-to-microservices transitions, domain-driven design, scalability at high throughput, disaster recovery.
- **Cloud & Platform Engineering:** AWS (EKS, EC2, RDS, S3, CloudFront, IAM, CloudFormation), Multi-Account setup, Kubernetes (networking, storage, security), Docker, infrastructure-as-code (Pulumi, Ansible), on-premises to cloud migration, cost optimization.
- **Backend Development:** Java, Spring Framework, Spring Boot, Axon Framework, MongoDB, PostgreSQL, event streaming (RabbitMQ), Kafka, GRPC.
- **Observability & Reliability:** Distributed tracing (Datadog), performance profiling and optimization, incident management, post-mortems, blue-green deployments, chaos engineering principles.
- **Agile Methodologies:** Scrum master experience, Kanban, retrospectives, planning ceremonies, team coaching, process improvement.
- **Machine Learning & AI:** Computer vision, object detection, image processing, multi-modal sensor fusion.

Professional Experience

ETPA - Amsterdam and Valletta – Various Roles (July 2017 – Present)

- **Engineering Manager – Trading Platform (Jan 2026 – Present)**
 - **Organizational Leadership:** Lead multiple cross-functional teams (product engineering, platform, DevOps, QA), managing hiring roadmap and reporting structure for trading domain. Conduct performance reviews, career development conversations, and manage compensation input for direct reports.
 - **Technical & Delivery Roadmap:** Own team technical roadmap; partner with product and executive stakeholders to sequence priorities, balance short-term delivery with long-term architectural improvements, and optimize cloud costs.

- o **Engineering Standards & Operations:** Drive engineering excellence across reliability, incident response, release strategy, and security. Established standards for deployment practices, on-call procedures, and post-incident reviews.
- o **Architectural Governance:** Maintain architectural oversight of event-driven services and client-facing APIs; ensure scalability and operability at 10M+ daily orders and 4-digit orders per second.
- o **Cross-Functional Impact:** Regularly align with product, operations, business development, and C-suite on technical constraints, go-to-market timelines, and commercial roadmaps.
- **Software Development Lead/Architect – Trading Team (Nov 2021–Dec 2025):**
 - o **Team Leadership & Growth:** Managed 16 direct reports across backend, DevOps engineering, and QA; conducted weekly 1:1s, performance reviews (quarterly calibration sessions), and career development planning. Coached 4 junior engineers through promotions to senior-level roles.
 - o **Organization Building:** Designed and launched Malta-based engineering hub from scratch, including hiring strategy, interview panels, onboarding curriculum, and operational processes (daily standups, planning, retrospectives, incident response). Built a strong engineering culture emphasizing ownership, technical excellence, and collaboration.
 - o **Architecture & Design:** Chaired cross-team architecture review board (5 teams) to standardize design patterns, reduce technical duplication, and enable faster, independent team delivery. Led design of XBID platform integration (cross-border trading order flows using event-driven architecture).
 - o **Production Excellence:** Delivered successful production go-live supporting 10M+ internal orders daily and 4-digit external order throughput per second. Built and rolled out blue-green deployment strategy to near-zero downtime releases and increased deployment confidence for critical services.
 - o **System Design & Migration:** Architected and led migration from event-driven monolith to microservices, enabling independent scaling and deployment velocity. Designed AWS cloud environments and managed Kubernetes clusters; implemented on-demand K8s for development and testing environments.
 - o **Performance & Cost:** Reduced order creation latency to sub-5ms through distributed tracing (Datadog), code profiling, and architectural optimization. Reduced cloud costs by 30% through resource right-sizing, usage analysis, and waste elimination.

- **Monetization & Analytics:** Shipped app-level API metering system for usage-based billing; built internal trading statistics dashboard used by business development, operations, and C-level leadership to track KPIs and support commercial decisions.
- **Stakeholder Management:** Regularly collaborated with C-suite executives, product owners, and commercial partnerships on technical roadmaps, integration strategies, and go-to-market timelines.
- **Software Developer (July 2017–Nov 2021):**
 - Developed payment, invoice, and auctioning modules for an energy trading platform.
 - Contributed to the design and implementation of new features and integrations.
 - Worked on core platform modules to enhance features and optimise the platform

Bright River - Netherlands - Computer Vision Engineer (October 2019 - December 2019)

- Developed computer vision solutions for Bright River's product portfolio
- Applied machine learning and image processing technologies to business applications

Captain AI - Netherlands - Computer Vision Internship (November 2018 - February 2019)

- Worked on a multi-modal approach for object detection on a self-driving boat using video input and sonar input.
- Integrated sensor fusion techniques to improve detection accuracy in maritime environments.

Ixaris - San Gwann, Malta - Various internships (July 2015 - September 2016)

- Worked as part of an Agile R&D team to produce MVP and demo for a new supplier payments product.
- Contributed to development and maintenance of financial platform software components.
- Participated in a company-organized hackathon.

IAESTE ASBL - (Remote) - Volunteer Part-time Software Developer (Sept 2015 - Sept 2019)

- Developed and maintained internal communication tools using J2EE and AngularJS.
- Planned, maintained, and developed CMS platform for an international student organization.

- Helped organize workshops at multiple conferences around the world, including South Korea, Ireland, Poland, Germany, Croatia, Sweden, Netherlands, and North Macedonia.

ESI Ltd. - Birkirkara, Malta - Prototyping and Software Development (May 2014 - Sept 2014)

- Researched and developed new modules for building management system automation
- Assisted software development teams on major infrastructure projects
- Conducted software testing and debugging before implementation

Education

- **Master of Science (MS), Artificial Intelligence**
University of Amsterdam, 2017–2019
- **Bachelor of Science (BSc), Artificial Intelligence, 2:1**
University of Malta, 2014–2017
- **Exchange Semester, Artificial Intelligence**
University of Groningen, 2017

Awards & Recognition

- **The Next Web T500:** Featured as one of the 500 most ambitious young talents in technology, 2017 and 2019

Community Involvement

- **Vice President, Rota**
March 2023 – March 2025
 - Leadership in sustainable mobility advocacy and community projects.