

# MIKE ALTIERI

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## CHIEF TECHNOLOGY OFFICER (CTO)

Dynamic technology executive with extensive experience in overseeing and leading digital and organizational transformation within global enterprises. Leverages technical expertise in application development and eCommerce with a strategic mindset to modernize platforms, unify teams and accelerate growth. Experience building high-performing teams, streamlining operations, and integrating AI, automation, and CI/CD practices. History of directing scalable IT evolution and modernized DevOps and QA, unifying global engineering at Xplor post-acquisition and driving standardization and product delivery. Spearheaded digital modernization at Avantor, enabling an API-first, customer-centric ecosystem. A change leader who delivers measurable impact through innovation and execution. Open to executive technology leadership, strategy, or fractional CTO opportunities.

- **Core Competencies:** Digital Strategy | Organization Setup/Re-Work | People Development | Product/Project/Program Delivery | Stakeholder Interaction | Software/Tool Selection | Agile [Scrum | SAFe | XP | TDD | Kanban | Lean] | Technical Guidance | Solution Architecture | CI/CD | DevOps
- **Technologies:** Java/JEE | SAP Commerce Cloud (Hybris) | WebSphere | SAP NetWeaver | JBoss | Tomcat | HTML | CSS | JavaScript | .Net | Splunk | ELK | Ant | IBatis | CVS | Subversion (SVN) | Git | Jenkins | TFS | Linux/Unix | Spring | Struts 1&2 | Web Services (SOAP & RESTful) | NoSQL | MS SQL Server | DB2 | MySQL | Oracle ATG | Salesforce Commerce Cloud (SFCC / Demandware) | Elastic Path | IBM WebSphere Commerce | Acquia / Drupal | Apigee | Web sockets | AngularJS | ReactJS | Jira | Azure DevOps (ADO) | Confluence | Fisheye | Crucible | GitHub | Bit Bucket | SonarQube | AWS | Azure
- **Key Industries:** Consumer Goods (CPG) | Healthcare (Pharmaceutical Distribution) | Retail | B2B | Fitness & Wellbeing | Life Sciences | Insurance

## PROFESSIONAL EXPERIENCE

**Sompo, Morristown, NJ**

**September 2023 - April 2025**

### Chief Technology Officer (CTO)

Led several technology teams (over 350 persons) responsible for integration, custom application development, infrastructure, QA and deskside support within Sompo's IT organization. Drove technology strategy and execution thereof. Managed inter-team / cross organization communication, budget (~\$75M), resource management.

- Modernized developer tools by retiring SVN, adopting Github CoPilot, and migrating ADO to cloud creating over \$250k in productivity.
- Developed a team atmosphere where there were once only parallel organizations.
- Shifted towards an automation first QA approach with modern tooling and open-source adoption.
- Continued momentum on AI and the cloud adoption program.
- Ensured a more practical adoption of HA / DR testing and methodology.

**Xplor Technologies, Atlanta, GA**

**March 2022 - September 2023**

### Senior Vice President (SVP) Engineering

Led several engineering teams (over 300 persons) across more than 10 software products within Xplor Technologies' Fitness & Wellbeing division. These teams create software products in use across the globe for personal trainers, coaches, gyms, fitness studios, health clubs, leisure centers and more. Unified once disparate technology teams into a cohesive, efficient group. Owned engineering delivery including strategic technology roadmap creation (technology selection, architecture, guidance, oversight). Managed inter-team / cross organization communication, budgeting, resource management.

- Consolidated GitHub in the Enterprise, allowing multiple teams to share code and reduce costs.
- Restructured top-heavy teams and aligned vendor partnerships to reduce costs by over \$1.5M.
- Ensured infrastructure risks were either mitigated or appropriately understood by the business and accepted

*Products/Urls (not exhaustive):* [www.marianatek.com](http://www.marianatek.com) | [www.resamania.com](http://www.resamania.com) | [www.truecoach.co](http://www.truecoach.co)

**Avantor Sciences, Radnor, PA**

**September 2019 - March 2022**

**Vice President Digital Solutions**

Led several global teams focusing on Digital Engineering, Digital Marketing, UX, eCommerce Growth, Digital Product Ownership, Content Strategy and eCommerce Operations across 30+ countries and revenue of over \$2B annually.

- Grew Digital Marketing furthering growth to over \$140M/yr in paid search attribution for less than \$5M spend.
- Initiated multi-year transformational next generation digital ecosystem implementation designed to unlock numerous synergies, enabling customers to spend more time on science and less time on shopping.
- Introduced customer-facing SSO beginning the journey towards a single experience across all digital properties.

Urls: [www.vwr.com](http://www.vwr.com) | [www.avantorsciences.com](http://www.avantorsciences.com) | [im.avantorsciences.com](http://im.avantorsciences.com) | [analytics.avantorsciences.com](http://analytics.avantorsciences.com)

**Newell Brands, Hoboken, NJ**

**August 2017 - September 2019**

**Director of Engineering, Digital Technology, eCommerce**

Led multiple teams of 80+ persons focusing on development and operations on eCommerce, CMS, Integration, & Architecture. Responsible for ~\$20 million in annual spend. Oversaw 600+ digital properties. Owned the technical efforts of the next generation digital ecosystem for Yankee Candle, Marmot, Graco Baby, Calphalon, Baby Jogger, Oster, Contigo, and more.

- Within 3 months, stabilized a crucial legacy platform (IBM WebSphere Commerce) for the 2017 holiday season.
- Steered the major architectural decision of the future eCommerce ecosystem towards a content over headless commerce pattern. This included multiple RFPs leading to many purchases including Elastic Path and Apigee.
- Transformed the development+architecture teams from a set of teams organized by vendor software platforms (SFCC/DW team, WCS team, ATG team, etc.) to teams organized by capability (commerce engine, content management, integration, etc.); this included hiring over 10 new employees within the first 6 months.
- Often sought out by other teams and organizations in an advisory capacity.

Urls (not exhaustive): [www.yankeecandle.com](http://www.yankeecandle.com) | [www.marmot.com](http://www.marmot.com) | [www.gracobaby.com](http://www.gracobaby.com) | [www.coleman.com](http://www.coleman.com) | [www.elmers.com](http://www.elmers.com) | [www.rubbermaid.com](http://www.rubbermaid.com) | (over 90% of Newell Brand's ~600 digital properties in remit)

**AmerisourceBergen/Cencora, Chesterbrook, PA**

**June 2011 - August 2017**

**Director, App Delivery Services - eCommerce Development**

Directed multiple development teams focusing on eCommerce, Portals, and Inventory Management solutions; responsible for over \$8 million in annual spend. These solutions processed over \$50 billion annually. Led the technical efforts of the next generation eCommerce implementation (~\$50 million phase 1 budget) for the AmerisourceBergen Drug Company using SAP Hybris. This program was one of the most successfully executed strategic projects in the Enterprise IT organization. This set trends in tooling, technology and agile methodology while driving customer excitement at unprecedented levels. Often sought out by others for advice.

- Successfully led the technical aspects for delivery of ABC Order - the next generation eCommerce Solution (~\$50m phase 1 budget) based on SAP Hybris: involved from inception (strategy, vision, tech) through build (managing vendors, tool selection, estimation, team building and execution) and on to run | enhance.
- Created synergies in disparate technologies but common projects, allowing teams to leverage existing codebase.
- Re-engineered the local dev envs in VMs saving ~\$250k/yr for a \$12k one time investment and a small recurring cost Focus.
- Directed (accountable for) the technical delivery components of the second phase of the next generation (~\$50M) eCommerce Solution based on SAP Hybris for the Health Systems customer segment.
- Drove test automation allowing an improvement in quality and a move closer to continuous delivery.
- Release, delivery and oversight of Web and Mobile Web projects.
- Resource Management, Strategic roadmap creation (technology selection, architecture, governance and guidance).
- Inter-team communication, budgeting, support of ITIL transformation.

Urls: [abcorder.amerisourcebergen.com](http://abcorder.amerisourcebergen.com) | [passport.amerisourcebergen.com](http://passport.amerisourcebergen.com) | [www.oncologysupply.com](http://www.oncologysupply.com) | [www.asdhealthcare.com](http://www.asdhealthcare.com) | [www.besse.com](http://www.besse.com) | [www.intelliorder.com](http://www.intelliorder.com) | [www.amerisourcebergendrug.com](http://www.amerisourcebergendrug.com)

## EARLY CAREER

**Perficient Inc., Exton, PA**  
**Lead Technical Consultant**

**August 2006 - June 2011**

- Provided architecture, proposal writing, and technical leadership across major accounts

**IBM, Research Triangle Park, NC**  
**Software Engineer, Consultant**

**January 2000 - August 2006**

- Developed and deployed IBM WebSphere Commerce and related digital commerce technologies
- Worked with enterprise clients (Disney, Honeywell, Smith & Wesson)

## VOLUNTEERING

**Parks Committee, Tewksbury Township, NJ**  
**Parks Committee Member**

**February 2021 - December 2023**

- Contributed to the oversight and admin of the programs and improvement of facilities
- Promoted the use of parks among the residents including facebook page administration
- Advised the Township Committee on current and future plans for the parks system
- Advocated/Oversaw/Contributed to an Eagle Scout project adding 1 mile of new trail

## EDUCATION

**Bachelor of Science (BS), Computer Science**  
Pennsylvania State University (Main Campus)

**May 2002**

## Professional Training | Certification

- ITIL Foundations (Pink Elephant) | ITIL V3 Certified
- Hybris - Hy400
- IBM Certified System Administrator - WebSphere Application Server, Network Deployment, V6.1
- IBM Certified Application Developer - WebSphere Commerce V6.0 (and prior version)
- IBM Certified Associate Developer - Rational Application Developer for WebSphere Software V6.0

## Publications | Other

- Owner of ABC internal .Net and Java forums
- Perficient Project Case Study on Misys
- IBM internal documentation on WebSphere Commerce
- Created the IBM CMVC-Ant project
- Attended various Gartner, SAP, IBM Conferences
- Attended Acquia Engage 2018 & Shop Talk 2019