

Joaquin Oribe

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Bachelor of Software Engineering

ORT University of Montevideo

INTRODUCTION

I am a professional with extensive experience in the consulting industry, having developed applications for diverse clients ranging from startups to Silicon Valley innovators. As a Software Engineer, I excelled in writing quality code and staying current with technology trends. In my role as a Leader, I have successfully collaborated with various departments and focused on motivating and developing team members. As a Manager, I designed the engineering interview process, co-developed architecture standards, and aligned technical capabilities with market needs, leading to our acquisition by Very Good Ventures. At Very Good Ventures, I continued to foster a culture of continuous learning and created career paths for senior developers, enhancing retention and engagement.

KEY COMPETENCIES

Leadership

Report writing and presenting

Data-driven strategic planning

Mentoring

Critical thinking skills

Stakeholder management

Strong interpersonal skills

Excellent communication skills

Team building

PROFESSIONAL EXPERIENCE

Stealth Start up (NY, US)

May 2024 - Mar 2025

Technology and Partnership Lead

Led the technical and partnership development efforts at a stealth startup. Responsibilities include establishing strategic connections, securing partnerships with key stakeholders, and engaging with relevant entities to support the company's goals. Additionally, ensuring the deployment of cutting-edge technology to align with the project's vision and deliver optimal performance.

Very Good Ventures (NY, US)

Jul 2023 - Apr 2024

Engineer Manager

At Very Good Ventures, I led the mentorship of new engineering managers, spearheaded initiatives for knowledge sharing, and played a key role in structuring management frameworks and defining career development paths for developers. As a leader, I prioritized both the professional and personal growth of engineers, ensuring they achieved their goals while providing day-to-day support. As a manager, I collaborated with major companies such as Google and TJ Maxx, overseeing engineering teams for their products and assessments. My experience spans enterprises, early-stage startups, high-growth startups with significant investments, and nonprofit organizations, adapting strategies to meet diverse business needs and technical challenges.

CreateThrive (MVD, UY)

Dec 2020 - Jul 2023

Engineer Manager

I began my journey at CreateThrive as a Full-Stack Engineer, where I played a crucial role in developing and optimizing applications that significantly boosted user engagement and adoption. My ability to understand client needs, deliver high-quality solutions under tight deadlines, and drive technical excellence led to the success of multiple key projects. Beyond coding, I took initiative in fostering collaboration, ensuring communication between stakeholders and strengthening long-term client relationships. My strong technical expertise and leadership skills paved the way for my promotion to Engineering Manager. In this role, I led the design and implementation of the company's hiring process, ensuring the recruitment of top-tier talent. I also co-developed the architectural standards applied across all projects, driving technical excellence and scalability. As a key decision-maker in the mobile department, I focused on team retention, service quality, and cross-functional collaboration between Marketing, UX/UI, and Sales. These strategic efforts strengthened the company's foundation and played a pivotal role in its acquisition by Very Good Ventures, one of the top software development firms in the U.S.

Urudata (MVD, UY)

Oct 2018 - Oct 2020

Software Engineer

Itau Bank (via Urudata): Developed internal software to enhance banking operations, including credit card tracking, logistics, and Human Resources software.

Firtensol (MVD,UY)

May 2011 - Oct 2018

Executive Assistant

As an Executive Assistant at Firtensol for seven years, I provided high-level support to the company's directors, helping manage day-to-day operations and ensuring smooth coordination across departments. I often acted on behalf of the directors in meetings with key stakeholders and handled confidential information with the utmost discretion. I participated in strategic meetings and was involved in the hiring process, supporting the selection and onboarding of new team members. Additionally, I contributed to the company's efforts to achieve ISO, FOSFA, and GAFTA certifications, assisting with the organization and documentation required for compliance. This role gave me a deep understanding of internal processes, executive-level decision-making, and cross-functional collaboration—experience that proved invaluable in my later leadership roles.