

Senior Engineering Manager

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Career overview:

Pexip, July 2021 - present

Medidata, Dec 2017 - July 2021

Clarivate, Jan 2011 - Nov 2017

PlayPhone, May 2010 - Nov 2010

Ipreo, Nov 2005 - May 2010

Serena Software, Jun 1999 - Nov 2005

Summary

A people-focused leader with 20+ years of software development experience. 9 years in management with a strong understanding of growing successful teams. Comfortable discussing code, architectural strategy, team topologies, and product strategy. Strong communicator who enjoys seeing people and teams succeed.

Strengths

- Leadership
- Agile/Lean Practices
- Team Strategies
- DevOps Culture
- Continuous Improvement
- Public Speaking

Career Summary

Pexip, Jul 2021 – present

Role: Engineering Manager

Technology stack: Golang, Python, C, C#, JavaScript, React, Node.js, JavaScript, AWS, Azure, GCP

- Line manager for 13 people including Tech Leads. Conducting regular 1:1s to coach and support growth. Pexip has a flat hierarchy across all engineering roles.
- Initiated and hosted a Manager's Hackathon across locations discussing a variety of topics and building relationships with peers.
- Leading Activate Learning initiative with Reading College, including onsite visit with other engineers to present a Masterclass to students.

Medidata, Dec 2017 – Jul 2021

Roles: Senior Manager, Engineering (from Feb 2020); Manager, Engineering

Technology stack: Scala, Akka, SOA + Microservices, React, Node.js, JavaScript, MySQL, TravisCI, GoCD, AWS (EC2, ECS, S3, SQS, Kinesis, Lambda), Sumo Logic

- Ownership of key Platform CTMS application with 3 cross-functional teams and 20+ engineers.
- Line manager for 9 people including a Team Lead and Staff+ engineers. This includes regular 1:1s to coach and discuss growth. Also mentoring other managers.
- Successfully scaled cross-functional teams to deliver two greenfield applications that are now live in our SaaS platform.
- Stakeholder partnership for requirement gathering, capacity planning, and roadmap discussions.
- Established a Management Forum for 10+ managers to help our teams and improve our workplace. Due to its success, this became a Leadership Forum involving senior management.
- Established an internal monthly conference called MediTech to grow our tech culture. During my time we had 46 talks with over 40 speakers. Allowing teams to share knowledge and collaborate.
- Meetup talks: Building a Tech Culture at Medidata (<https://bit.ly/33GAubM>); Learning Scala as an Engineering Manager (<https://bit.ly/2Uhzlzi>)

- Other initiatives: created Working Agreements for team efficiency, started an office tech library, created an onboarding Trello board to improve new hire experience.

Clarivate (formerly Thomson Reuters), Jan 2011 – Nov 2017

Roles: Manager, Cortellis Development (from Jan 2013); Lead Senior Analyst Programmer

Technology stack: Java 8, Spring, REST + SOAP Web Services, SOA + Microservices, Elasticsearch, JavaScript (AngularJS/D3), Jenkins, XL Release, AWS

- Led development teams in London, owning technical delivery of the platform. Worked with team leads ensuring processes and standards are met. Built relationships with stakeholders to plan the product portfolio and roadmaps, and identify common business goals.
- Line managing up to 10 people giving career guidance and feedback in regular 1:1s. Coach and mentor teams while guiding other managers with their teams.
- Promoted continuous improvement through communication and feedback resulting in empowered, accountable, and self-organizing teams. Encouraged agile mindset, keeping the principles in mind to influence approach for teams, using Scrum or Kanban with XP practices.
- Led Continuous Delivery transformation across global team building relationships with key stakeholders. Focusing on CI & CD mindset being the biggest challenge. Evolved from a large monolith to 15+ decoupled services with their own deployment pipeline and ownership.
- Led successful migration to AWS of the search capability. From Microsoft FAST to Elasticsearch including 25 content sets with millions of rows of data. Developed a new hermetic test framework running 500+ acceptance scenarios using BDD with Cucumber.
- Established a Community of Practice group for managers and team leads to share experiences and ideas.
- Selected as Engagement Champion to roll out the new Clarivate Analytics brand to 500+ people and led training sessions to 100+ managers promoting new company values.
- Other initiatives: presented many lightning talks to 60+ people, promoted team culture including tech intranet group, “All About Me” pages, and lunches while watching conference videos.

PlayPhone, May 2010 - Nov 2010 (redundancy)

Role: Senior Java Developer

Technology stack: Java 7, Spring, Hibernate, Web Services, jBPM, JMS, SOAP, Quartz

- A small team based in the UK and Argentina working on modules that provide multimedia utilities for mobile phones. Implemented jBPM process definitions to handle settlement XML files.

Ipreo, Nov 2005 – May 2010

Roles: Principal Software Developer; Senior Software Developer; Software Developer; Support Engineer

Technology stack: Java/J2SE/J2EE, JSP, Struts, EJB, Spring, Hibernate, JavaScript, AJAX, YUI, DWR

- Worked my way to a Team Lead and application owner while managing daily activities of 8 UK and 4-8 Ukraine based developers. Responsible for appraisals and hiring. Led weekly team meetings.
- Established a track record of delivering quality projects on time. Creating project plans and communicating status regularly highlighting risks with mitigation. Communicated directly with clients setting release expectations.
- Lead developer for numerous projects working in different sized teams with developers based in the UK and Ukraine. Ensured technical specifications cover desired requirements.

Serena Software, Jun 1999 – Nov 2005

Roles: Senior Software Developer; Software Developer; SWAT Team Engineer

Technology stack: Java/J2SE/J2EE, Servlets, JSP, JavaScript

- Started development career as sole UK developer working with a team in America on a migration project. Designed and implemented various requirements for the Dimensions product.
- Gained experience through working on a variety of projects either solely or as part of a team, eventually becoming a lead developer.

Education, Talks & Conferences

1995 – 1999: University of Hertfordshire BSc (Hons) Degree 2:1 in Software Engineering

Meetup talks:

- TechHeads: Building a Tech Culture at Medidata <https://bit.ly/33GAubM>
- Scala Central: Learning Scala as an Engineering Manager <https://bit.ly/2Uhzlzi>

Conferences:

- Lead Developer Conference, London (2018, 2019)
- AWS Summit, London (2017)
- PIPELINE - The Continuous Delivery Conference, London (2015, 2016, 2017)

Interests

A keen sports fan enjoying a variety of sports, regular gym sessions, and swimming. Tennis is a favourite having played competitive team matches and being team captain for various clubs. Photography, reading, and cooking are also favoured interests.