

PROFILE

Pragmatic tech leader with a hands-on background and a strong track record of building teams that work well - together and in context. Experienced in modernising legacy systems, streamlining delivery pipelines, and leading high-impact engineering efforts in ambiguous or high-pressure environments.

Has successfully built and scaled distributed teams, including growing a South African engineering function remotely from the UK. Known for stepping into failing or stalled projects and driving rapid turnaround – such as rewriting a core system workflow in two days after a six-week misfire. Proven ability to implement modern CI/CD practices in traditionally manual or outdated engineering environments.

Leadership is rooted in empathy, clarity, and contextual decision-making. Prioritises understanding what slows a team down – technically or emotionally – and moves quickly to remove blockers. Avoid process for process' sake, instead shaping tools, frameworks, and practices to the specific needs of each team and business.

KEY SKILLS

Leadership & Strategy	Technical & Tools
Technical Strategy & Architecture	C#, .Net Core, Node.js, Typescript
Team Building & Remote Leadership	Azure, Azure DevOps, Git
Agile & Lean Delivery	CI/CD Pipeline Design
Process Unblocking & Change Management	Legacy System Modernisation
Context-Driven Decision Making	Identity Server, Entra
AI System Architecture (RAG, Agentic, Prompt)	OpenAI APIs, Vector DBs, PowerShell
Secure Dev & Cyber Essentials Compliance	React, WebAPI, REST, SOAP

CAREER HISTORY

Chief Technology Officer | Pina Vida | 05/2022 – 12/2024

Led cross-functional engineering teams across the UK and South Africa, driving technical strategy, delivery excellence, and organisational transformation during a period of significant business change.

- **Built and scaled** a high-performing South African engineering team from scratch, ensuring seamless service continuity after a major contract shift.
- **Transitioned** the UK team from fully remote to hybrid working, then managed an orderly redundancy process with transparency and care, maintaining delivery throughout.
- **Scaled CI/CD pipelines** across distributed teams, cutting release costs by **£10,000+ per deployment** and enabling multiple automated releases per week.
- **Turned around failing projects**, reworking inefficient workflows and personally delivering rapid fixes (including rewriting a core system workflow in two days after six weeks of stagnation).
- **Launched ScrumBuddy**, an AI-driven SaaS product that diversified the business beyond consulting services and established a new revenue stream.
- **Standardised engineering practices**, introducing documentation and delivery processes that improved code quality, consistency, and team autonomy across multiple client projects.
- **Maintained Cyber Essentials certification**, embedding secure development practices and aligning engineering operations with compliance requirements.

Development Team Lead | Auto Integrate Ltd | 05/2018 – 04/2022

Led a cross-functional team of 3–7 developers and testers in an agile environment for a platform processing millions of transactions daily. Balanced hands-on development with leadership responsibilities to drive scalability, modernisation, and growth.

- Acted as technical lead on integration with a new key partner, delivering a solution that drove a **100% revenue increase over two years**.
- Directed staged migration from legacy WebForms to React, avoiding a costly rewrite and enabling incremental delivery of new features.
- Migrated hosting from a traditional datacenter to Azure, expanding use of PaaS services for improved scalability and reliability.
- Implemented Identity Server with **zero downtime deploys**, centralising identity across multiple applications and external SSO providers.
- Transitioned version control from TFS to Git, modernising the development workflow and enabling streamlined collaboration.
- Established engineering practices including code reviews, automated testing (unit + Selenium), and continuous integration.

Key Skills: C#, .Net Core, ASP.Net (MVC, WebForms), WebAPI, JavaScript, React, Typescript, Azure, Azure AD (Entra), Azure DevOps, PowerShell, REST, SOAP, Git, Agile

Development Lead | Cobweb Solutions Ltd | 09/2011 – 04/2018

Led a small development team delivering multiple concurrent business-critical projects, spanning automation, online platforms, and new system builds. Drove technical innovation while balancing strict ISO compliance and operational demands.

- Migrated 100,000+ Exchange mailboxes (2007/2010→2013) with a custom-built suite of tools, ensuring seamless transition for enterprise customers.
- Developed a custom Exchange Transport Agent, enabling sender-based routing with dynamic configuration, improving flexibility for client communications.
- Introduced DevOps practices between Development and Operations, improving collaboration and accelerating project delivery.
- Secured executive buy-in for an API-first development strategy, enabling parallel execution of key projects and faster time-to-market.
- Implemented continuous deployment pipelines for the online estate, allowing rapid feature releases across test, staging, and production environments.
- Designed new development processes blending agile practices with ISO compliance, improving delivery predictability and quality.

Key Skills: C#, ASP.Net MVC, WebAPI, JavaScript, jQuery, Azure, Windows Containers, Nginx, Microsoft Exchange, PowerShell, PHP, REST, SOAP, XmlRpc, Git, VSTS, TFS, Agile

Earlier Roles | 2007-2011

- Software Developer – Albany Software (2011)
- Applications Engineer – Hampshire Cosmetics (2010–2011)
- Software Developer – Cobweb Solutions (2007–2010)

Early career focused on **software engineering, process automation, and system integration**, building a foundation in .NET development and operational tooling. Progressively expanded responsibilities into solution design and technical leadership, laying the groundwork for later leadership roles.

INTERESTS

Web platform and cloud-based architecture; Blockchain and Cryptocurrencies with smart contracts; Security research and defence; Artificial Intelligence Pipelines; Hiking.

REFERENCES AVAILABLE ON REQUEST

Additional Information: British Citizen – Full Right to Work in the UK