

# Alexander Lea

## Manager, Software Engineering

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A driven, focused and growth-minded Software leader, currently accountable for all aspects of software delivery for two business units under the Bullhorn umbrella, with a combined revenue of >\$20m. I lead with a deep-set desire for the success of both our customers and my team, with a specific focus on vision, honesty and continuous feedback. I have led through acquisition, merged teams, delivered succession and improvement plans, and grown my teams to fit business needs. I have a key role in the leadership of Invenias' business - working with other leaders to define and deliver against our strategy.

Outside Bullhorn, I am a co-founder of The Climbing App - a suite of applications looking to disrupt the climbing industry by digitising and streamlining the climber-coach relationship. We are currently running with a handful of alpha customers, with a GA launch planned for H2 2021. This has been an eye-opening experience into the world of startups, rapid prototyping and managing all aspects of an ambitious idea.

## Employment

### Bullhorn, Remote

#### Manager, Software Engineering *Oct 2020 - present*

##### Responsibilities

- Engineering leader
  - Software and Infrastructure Architecture
  - Infrastructure Operations, Uptime and Maintenance
  - Customer-critical escalation, mitigation and fix delivery
  - Customer engagement for future-looking strategic initiatives
  - 6 direct reports; 11 indirect reports; 2 contractors; 4 Agile teams
  - Resourcing: hiring, firing, performance management, coaching, succession planning
- Business leader
  - Defining business strategy against the company strategy for two business units
  - Negotiating headcount, budget and operational resources with other leaders
  - Ensuring customer success is the most important metric
  - Holding myself and others accountable for delivery against strategy and commits

##### Achievements

- 100% staff retention; 3 promotions; 5 sideways moves; 1 reformative Personal Improvement Plan
- Building a new remote culture across a fully-remote team, successfully removed technology silos
- Architected and delivered greenfield Partner infrastructure - enabling >\$1m sales pipeline
- Architected strategic re-write (inline with business goals), delivering 8x performance increase
- Implementation and maintenance of key agile practises - CI/CD, team cohesion, rapid deployments
- Championed and delivered test automation suite across multiple products - resulting in >1500 passing tests running nightly
- Scaling Engineering to support growing customer base and business growth path
- On track for growth target of 50% over a 3 year period

## Software Engineering Lead *Jul 2019 - Oct 2020*

### Responsibilities

- People Leader: 6 reports; 11 contractors
- Delivery Manager: 5 projects; 2 teams; >\$10m revenue
- Software Engineer: C# .NET MVC, Angular 2+, NGRX, Azure

### Achievements

- Onboarded, managed and offboarded a team of 11 contractors to support strategic investment.
- Ensured quality and consistency, as well as designing the cross-team software architecture
- Built structured deployment schedule and automated pipeline to streamline delivery
- Architecture and delivered cost-saving initiatives across our Azure infrastructure
- Lead Invenias through Bullhorn integration - maintaining stability, productivity and morale

## Invenias Limited, Reading

### Senior Software Engineer *Jun 2018 - Jul 2019*

Leading the development of Invenias' greenfield flagship web project in Angular 2+, I was responsible for choosing the technologies and delivering the web project, balancing complex business requirements with Product Management and the drive for Quality and testing automation.

- .NET MVC/Angular 2+ Application Development
- Key design stakeholder (with the Chief Architect) in our Azure re-platforming project. Solely responsible for the design and implementation of our Identity management solution.

### Software Engineer *Jun 2015 - Jun 2018*

C# .NET MVC & WebForms projects, unit testing and delivery. As a graduate in a very small team, I learnt fast and delivered high quality software to support Invenias' 75% year-on-year growth.

## BMW Group UK, Oxford

### Software Internship *July 2013 - August 2014*

Delivering .NET projects for internal customers; I gained exposure to the design, development and delivery of business-critical production applications. I was the sole developer and designer on a successful project to build a new tool to manage all BMW UK's training requests.

## Education

### Plymouth University

**1st - Bsc(Hons) Computing** 2011 - 2015

**O'Reilly Literature Review Prize** 2015

**Dean's List of Academic Achievement** 2012/13/15

### Burford School

**A Levels (ABB)** 2009-2011

**GCSEs (12x A-C)** 2004 - 2009

## Outside Work

### The Outdoors

I love the outdoors: I run - ran a marathon in 2019 - am a keen climber and scrambler. Currently training for some Alpine climbing in 2022.

### Korfball

A long-term member of the club, I was chair for two years and have held committee roles for the last five years.