

### Profile Summary

Data-driven and pragmatic engineering leader with 8 years' experience building high-performing teams, fostering a growth mindset, and delivering business value quickly while maintaining quality and technical excellence. Empathy and accountability are core values of my team philosophy, I'm passionate about building environments where engineers thrive, love their work, and deliver results everyone can be excited about.

I bridge strategy and execution with a strong grounding in modern software practices, specialising in .NET and Azure. Skilled in architecting resilient, scalable, cloud-native systems and applying DevOps principles for sustainable delivery. Dedicated to empowering engineers through clear growth plans, actionable feedback, and informed technical guidance.

### Work Experience

#### Development Manager - Capgemini

Wellington, 2023-Present

- Created a high level modernisation strategy for over 200 applications by conducting stakeholder workshops, building a decision framework and analysing systems requirements
- Advised on cloud architecture, security and automation for large scale on-prem to cloud migration
- Guiding senior developers in building personal development plans, providing feedback and guidance. Conducting performance reviews, recruitment and mentoring.

#### Engineering Manager - SuiteFiles

Wellington, 2020-2023

- Led company-wide DevOps transformation, increasing release frequency from quarterly to daily, greatly improved system resilience and system observability
- Scaled cloud infrastructure to support customer base growing at 40% year over year
- Oversaw recruitment and practice changes as development expanded from 1 team to 2
- Member of senior leadership, collaborating with Board of Trustees to align technology strategies with business goals and long-term growth
- Designed and executed plan to modernise, decommission, or condense 22 problematic legacy services with minimal disruption to business
- Developed clear personal development plans, supporting continuous growth and initiatives to retain talent
- Initialised and collaborated in cross-team initiatives to improve technical support, customer conversion and customer onboarding
- Built and nurtured an engineering culture, guiding practices to uphold team values
- Established clear practices and standards including automated testing, coding standards, documentation, CI/CD, and agile workflow

#### Frontend Lead - Arlo

Wellington, 2018-2020

- Designed and executed a pathway to rollout modernisation of frontend technologies
- Led development of Customer Portal and communications rules engine
- Developed personal development plans, mentored developers and conducted performance reviews
- Created initiatives to improve to agile adoption and automation
- Organised social committee events and outings, actively working to improve company culture through initiatives such as weekly tech talks and employee recognition program

## Work Experience

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### Development Team Lead - American Express GBT

*London, 2014-2018*

- Led development of conference schedule and booking management app, used to deliver events to many large Pharmaceutical companies
- Led development of conference onsite tech: attendee badge swipe system, audience engagement games, and interactive kiosks
- Conducted performance reviews, set development goals and coached developers
- Created initiatives to rollout Agile practices, Vue.js, team learning meetings and unit testing
- Collaborated with product owners and clients to prioritise features and maintainence
- Mentored junior team members and facilitating the change of team structure

### Contract Developer - A&DC

*London, 2013-2014*

- Development of workplace resilience assessment app for London Police recruitment
- Redesigning SQL schema to resolve performance and consistency issues
- Developed new public API while ensuring security and performance SLA's were met

### ESL Volunteer Teacher - New York International School Cambodia

*Phnom Penh, 2013*

### Software Developer - Airways New Zealand

*Christchurch, 2011-2013*

- Replaced expensive C++ library in core of flight navigation system
- Enhanced build automation with SCONS and Jenkins

### Junior Software Developer - National Radiation Lab

*Christchurch, 2010-2011*

- Developed network monitoring tools for specialized hardware

## Education

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### BSc in Computer Science and Mathematics

*University of Canterbury , 2010*

### NZQA Scholarship with distinction in statistics

*2008*

### Waimea College

*Nelson, 2002-2007*

## Interests

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Singing and music

Sustainable gardening

Cooking

Trivia addict