David Johnson

Engineering Leader and Technologist

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I am an engineering leader who has worked in the technology industry for 15 years. Over the last 5 years, I have moved into a leadership role, from a hands-on technical lead, with line management responsibilities, to more recently an engineering manager, managing multiple teams. In addition to my management skills, I also come from a full-stack software engineering background and have contributed either directly or by leadership of my engineering teams on large-scale projects.

PROFESSIONAL EXPERIENCE

Blexr, *Malta (Remote)* • *Software Engineering Manager - CasinoReviews.com & Bonuses.com*   *06/2023 - 03/2024*

Responsibilities
- o   Line management of ten software engineers and QA engineers over two teams spanning two separate products.
- o   Improve ways of working within the engineering teams.
- o   Implement change throughout the company-wide technology chapter.
- o   Set technical roadmaps for tribes.
- o   Review team structure and technical skills.
- o   Use tech to empower the other chapters and the larger company.
- o   Identify single points of failure.

Key Achievements
- o   **Ways of Working:** Creating consistency within the team in terms of estimation and meeting commitments to work
- o   **Delivery/Development PipelineImprovements:** Moved QA "to the left" by introducing previews, preventing low quality and untested work entering the release pipeline
- o   **Visibility:** Implemented company-wide DORA metrics, identifying bottlenecks and pain points in the engineering function, assisting in creating strategy
- o   **Strategy:** Defined technical roadmap for 2023 Q3, 2023 Q4 and 2024 Q1, in addition to technical strategy.
- o   **Utility Player:** Wore many hats due to lack of personnel including acting as Head of Engineering and Principal Engineer.
- o   **Quality Assurance:** Improved QA process, introducing E2E and visual automation testing, resulting in early identification of issues and higher quality code in production
- o   **Observability:** Introduced up-time checks and alerting which allowed the engineering team to respond faster to downtime and major incidents
- o   **Team Management:** Re-structured teams to improve flow of knowledge and operational efficiency, resulting in improved accuracy in estimates & commitments, in addition to higher throughput of work
- o   **Enablement:** Delivered initiative to decouple engineering from content, allowing the content team to expand into new markets without the aid of engineering, allowing them to move at pace

- o **Enablement:** Provided solution designs to further help the content team move at pace, by automating the repetitive actions they perform during new market expansion
- o **Risk Analysis:** Identified and documented single points of failure, ensuring we can plan and mitigate issues in the event of personnel leaving the organisation.
- o **Employee Development:** Introduced a GAP Analysis framework allowing a visual on where an engineer is and what they need to focus on to progress within the company, to aside in performance review, and empowering engineers and working with them to craft their goals

Reason For Leaving
- o Redundancy due to org restructure.

Skills
- o Line Management
- o Strategic Planning
- o Capacity Planning
- o Multiple Team Management
- o SCRUM / Agile
- o Performance Management
- o Recruitment Interviews
- o Stakeholder Management
- o Team Goal / OKR Tracking

Helios X, London (Remote) • Software Engineering Manager - Checkout & Subscriptions   *04/2023 - 06/2023*

Responsibilities
- o Take over running of the engineering team for flagship products.
- o Assess the technical skills within the team.
- o Review priorities and roadmap for product development.
- o Improve SCRUM processes and implement correct Agile working practices.
- o Ensure delivery of commitments by the engineering team.

Key Achievements
- o Implemented knowledge transfer of SCRUM, agile ways of working, estimation and velocity tracking, resulting in consistent delivery of commitments week on week. This also increased the frequency of deliverables and improved the internal reputation of the engineering team.
- o As interim product owner, I re-prioritised items on the product roadmap resulting in the delivery of revenue-generating initiatives sooner that boosted revenue by ~$12,000 per month.
- o Instrumental in defining the microservice architecture platform that the technology was to migrate to, resulting in a scalable architecture for the company to expand its user base.
- o Reason For Leaving
- o The company's financial state resulted in redundancies shortly after I joined. I was looking for a company with stability at this point.

Skills
- o Line Management
- o Product Management
- o Strategic Planning
- o SCRUM / Agile
- o Stakeholder Management
- o Capacity Planning
- o Team Goal / OKR Tracking

Flipdish, *Dublin (Remote) • Software Engineering Manager - Web, iOS, Android*   *07/2022 - 04/2023*

Responsibilities
- o   Line management of three engineering teams (web, mobile iOS and mobile Android), on the company's flagship product.
- o   Provide input into the company-wide technology division.
- o   Deliver enhancements to the product, while reducing technical debt.

Key Achievements
- o   Tracked team metrics to highlight areas for improvement. This resulted in pinpointing focus areas where the team improved in terms of operational efficiency, resulting in an improved speed of delivery and quality.
- o   Reduced mission-critical technical debt around mobile implementations, ensuring that as ageing architecture is deprecated, the product was safe from exposure to security vulnerabilities, and outages due to unavailable dependencies.
- o   Implemented changes to the address autocomplete behaviour, resulting in a reduced cost of Google Maps by a 3rd saving the company $1,500 per month.
- o   Added recaptcha on public input forms and APIs within the main product, halting and further preventing attacks from automated bots, reducing the number of calls to our service, which protected our infrastructure along with increased costs for cloud services.
- o   Improved accuracy of estimations and consistency of team commitments, providing a more reliable way to forecast work, and setting good expectations throughout the company.
- o   Implemented SCRUM and Agile ways of working, resulting in the engineering teams moving towards repeatedly delivering on their commitments, preventing over-commitment and making all work visible.
- o   Introduced 'Friday Fun' to add to the overall company culture, improving morale.
- o   Reason For Leaving
- o   The company started to have financial struggles, and I was looking for a place of stability at this point.

Skills
- o   Line Management
- o   Strategic Planning
- o   Multiple Team Management
- o   SCRUM / Agile
- o   Recruitment
- o   Capacity Planning
- o   Stakeholder Management
- o   Team Goal / OKR Tracking

Truepill, *Manchester, Uk (Remote) • Lead Software Engineer*   *02/2021 - 07/2022*

Responsibilities
- o   Line manage a team of engineers.
- o   Help grow the engineering function via recruitment.
- o   Implement Agile ways of working.
- o   Work 90% as line management and 10% as individual contributor.

Key Achievements
- o   Delivered a new online pharmacy platform (http://costplusdrugs.com) that supports 2m+ unique visitors per week, driving revenue for the company.
- o   Implemented and refined agile ways of working, moving the team towards working in SCRUM resulting in accurate estimations and setting of realistic expectations with stakeholders. This also highlighted additional recruitment requirements.

- o   Acted as Engineering Manager on the new online pharmacy project (Cost Plus Drugs), resulting in a continuation of leadership and direction for the engineering teams in the absence of dedicated personnel.
- o   Hired the first graduate in the company, resulting in a company-wide graduate program initiative being created.
- o   Reason For Leaving
- o   Decided to move on after the company fell into financial difficulty.

Skills
- o   Line Management
- o   Stakeholder Management
- o   Software Architecture
- o   SCRUM / Agile
- o   Git
- o   Next.js & React
- o   Node.js
- o   Koa
- o   NestJs & TypeORM
- o   Automated Testing (Jest & Cypress)
- o   Databases (RDBMS & NoSQL)
- o   Rambda
- o   Elastic Search
- o   Contentful / CRM
- o   Gatsby

AND Digital, *Halifax, UK • Senior Software Engineer*   *04/2016 - 10/2019*

Worked as a senior engineer, leading and delivering requirements for client engagement for a software consultancy, including training less experienced engineers technically and in terms of working practices, in addition to coaching them on their careers.

KeyedIn Solutions, *Bradford, UK • Technical Lead*   *10/2019 - 02/2021*

Working as line manager and individual contributor on a SaaS Portfolio Project Management & Professional Services Automation product, hosted globally in multiple different languages.

Northgate Public Services, *Ossett, UK • Principal Engineer*   *06/2009 - 04/2016*

Here I worked as a technical expert and individual contributor on a resource management application aimed at the UK police forces.

EDUCATION

BSc Hons in Cybernetics and Virtual Worlds • *University of Bradford, Bradford, UK*

Other Certifications:

- o   Professional Scrum Master Certification (PSM1)
- o   Professional Scrum Product Owner Certification (PSM2)
- o   Node.js Certified service developer