Daniel Mason
Engineering Lead

Personal Statement

Throughout my five years in technical leadership I've always believed that **the real 10x engineers are those helping everyone around them achieve more** . This has been the north star of my leadership style; show my team what supporting each other looks like, give them the tools they need, and help them grow, and they will always deliver to their best.

Hire me to build strong teams of people who deliver value through understanding the business requirements and the application of engineering excellence. I will achieve this through building confidence, trust and a culture of support and self development.

Self development is my goal too, I strive to keep learning how to be a better manager, particularly continuing to learn how to best align with other teams and work on larger projects.

Skills at a glance

Leadership
Engineering Manager, Architect, Tech Evangelist, People Manager, Coach, Mentor, Cross-Team Collaborator, Stakeholder Manager

Languages
Rust, TypeScript, JavaScript, SQL, Node.js

Quality Control
GitLab CI, GitHub Actions, rustdoc, Jest, ESLint, Prettier, Mocha, mdBook

Methodology
Agile, TDD, BDD, DDD, CI/CD, Scrum, Kanban, Scrumban

Frameworks
React, Next.js, Express, Actix, Dioxus

Platforms
Kubernetes, GKE, GCP, Docker, AWS, Linux

Contact Details

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Education

MSc Computer Games Technology
Abertay University, Dundee

BSc Cybernetics and Virtual Worlds
Bradford University

Experience

○ **Fio's Quest - Founder**   **Jan '24**

- Created a company to **demystify Rust** and other complex software engineering challenges
- Grew a YouTube channel to **over 500 subscribers in just 8 videos**
- Generated **12 chapters of innovative learning materials** to teach the Rust programming language in simple steps
- Incorporated a company to manage revenue
- Built the website using Dioxus, a **state of the art Rust frontend framework** of which Daniel is an **early adopter**
- Self taught videography and editing using Davinci Resolve

○ **Beamery - Principal Engineer**   **Nov '22 - Dec '23**

- Mentored and coached engineers at all levels
- Established a **working group of 5 principal engineers** to manage alignment across multiple teams
- Authored a comprehensive review of **5 IDaaS providers** before architecting a passwordless auth system
- **Led a team of 4 engineers** to build the candidate auth system
- Joined leadership teams for the Frontend and Backend Tribes
- Presented **3 "lunch and learns"** (all of which are on danielmason.com)
- Helped team go from **50% test coverage to 80%** reducing out of hours outages to zero and improving morale

○ **Peloton - Engineering Manager**   **Sept '20 - Nov '22**

- Led the internationalisation team, then **influenced the wider business** to change practices to not require a specialised team, pivoting my team to content
- Grew team **from 2 engineers to 8** and successfully processed **6 promotions**
- Developed a new way to store and render content that was adopted by other teams, reducing the effort to produce a new page **from 10 days with 2 engineers, to 0.5 days with 0 engineers**
- Optimised project management to improve reliability of estimations, **reduced whole team meetings by 75%** and increased team happiness
- Stayed on top of reports' personal goals to ensure they achieved them and helped them progress their careers
- Cultivated **psychological safety** and prioritised team member growth
- Successfully coached the manager who succeeded me

○ **Triptease Ltd - Senior Software Engineer**   **Oct '19 - Sept '20**

- Immediately **resolved a bug** that caused one of their systems to be **unavailable for 45mins every day**
- Formally career coached a data scientist and informally coached several engineers
- Used responsive design to **mitigate losses on ad spend of ~12%**
- Gave multiple "lunch and learns" (the most popular of which covered the impact of thirsty Victorians on modern cryptography)

○ **Apolitical Group Ltd - Senior Software Engineer**   **Nov '17 - Oct '19**

- Planned and developed the architecture that took a platform struggling service to **over 38x the number of users** it had previously supported
- Built a Rust service that was **4x faster and 5x more memory efficient** than an equivalent Node service
- Coached two junior engineers, including **teaching them Rust**
- Designed, documented and deployed the Continuous Deployment processes

○ **MOO Print Ltd - Software Engineer**   **May '16 - Nov '17**

- Successfully advocated for and coached a junior engineer at risk of redundancy so that they could join our team
- Evangelised Continuous Deployment, participated in the CD working group and **influenced business wide decisions**
- Took a greenfield project to production

○ **More on request**