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Top Skills

Analytical Skills
Engineering Leadership
Large Language Models (LLM)

Certifications

Statement of Accomplishment -
Computer Science 101
Duolingo Portuguese Fluency:
Beginner (Estimated)
Japanese Language Proficiency
Level 4
React

James Watling

Sr. Engineering Manager @ Spring Health | Founding CTO, Senior
Software Engineer
San Francisco Bay Area

Summary

A seasoned technology leader with over 12 years of experience, specializing in startup growth and technical innovation. Currently leading provider experience transformation at Wonderschool following a successful acquisition of EarlyDay, where as Founding CTO, secured over \$4M in funding and built a high-performing remote team.

Proven track record in strategic leadership, having contributed to multiple successful exits and fundraising rounds totaling over \$39M across EarlyDay, Hub Token (\$20M), and KarmaCheck (\$15M). Deep expertise in modern technology stacks including Ruby on Rails, React, and cloud infrastructure.

Passionate about leveraging AI and emerging technologies to solve complex business challenges, with recent focus on integrating Large Language Models and AI agents into production environments.

Experience

Spring Health
Senior Engineering Manager
March 2025 - Present (6 months)
New York, New York, United States

KarmaCheck
Advisor
November 2020 - Present (4 years 10 months)
After helping to build the MVP my services have been retained as an advisor to the board

Wonderschool
Sr. Engineering Manager (Provider Experience)
February 2024 - March 2025 (1 year 2 months)

San Francisco Bay Area

Excited to join Wonderschool after they acquired EarlyDay in Feb 2024.

Originally Engineering Manager supporting my original EarlyDay product team, since June 2024 have been tasked with overseeing the entire Provider Experience.

Managing 5 products across 4 teams, including mobile team, core CCMS, special projects division, EarlyDay, SubPool and more.

Led new initiative to overhaul hiring process, as well as working closely with talent agencies to lead hiring for 15 new roles in <6 months.

Team/Product tech stack ranges from:

- Rails, Postgres, Next.js, React, Tailwind, Nest.js, GraphQL, GCP etc.

EarlyDay

Founding CTO

February 2022 - March 2024 (2 years 2 months)

Acquired by Wonderschool, an a16z backed Series B company (Feb 2024)

As the founding CTO of EarlyDay, I was at the forefront of defining the company's technological vision and executing our ambitious product launch strategy. My journey began as the inaugural employee, where I laid the foundation of our technology stack and product philosophy, setting the stage for scalable, innovative development.

Key Achievements:

Leadership and Team Building: Spearheaded the creation and growth of a highly motivated and talented team of six. My leadership extended beyond hiring, as I cultivated an environment ripe for innovation and professional growth, expanding our team across strategic locations in Latin America and the US.

Funding and Growth: Played a crucial role in raising over \$4 million in funding, showcasing our vision and potential to the board and investors. My contributions were pivotal in co-leading product development and leveraging data analytics to drive our strategy forward.

Product Development and Expansion: Drove the development of our initial product from scratch, steering the team towards the launch of our services in three major US metro areas. This effort not only demonstrated our capability to scale but also our commitment to meeting the needs of our communities.

Strategic Contributions to Acquisition: Actively involved in the due diligence process, demonstrating EarlyDay's value and aligning our technological and business strategies with Wonderschool's objectives. This strategic move has positioned us for accelerated growth and expanded impact in the education sector.

Under my technical leadership, EarlyDay has not only achieved significant milestones but has also joined forces with Wonderschool, marking a new chapter in our mission to revolutionize early childhood education. I'm excited to continue leading our technological advancements, fostering innovation, and expanding our reach to serve more families and communities.

Hub

Senior Software Engineer

December 2018 - February 2022 (3 years 3 months)

San Francisco Bay Area

Collaborated closely with Eric Ly, co-founder of LinkedIn, in a venture aimed at revolutionizing social media through a trust-based international platform.

Contributed to a landmark \$20 million token sale, underscoring the project's innovative approach to integrating gamification with reputation-based feeds to foster genuine interactions.

Responsible for developing applications for the Human Trust Protocol utilising blockchain to provide users a standardised way for building their reputation.

Building the Ruby on Rails application to support the Hub web and iOS Apps

Know more about Hub here <https://hubtoken.org>

KarmaCheck

Senior Front End Developer

November 2019 - March 2020 (5 months)

San Francisco Bay Area

Initiated and developed the MVP as one of the first two developers at this Hub sister company, setting a robust foundation for the product's future development.

Contributed to a successful \$15 million Series A funding round, leveraging my technical expertise and strategic insights to guide the company's direction.

Returned to Hub with enhanced skills and experience, continuing to advise the board and influence product strategy.

GuavaPass

3 years 3 months

Engineering Manager

November 2016 - December 2018 (2 years 2 months)

Singapore

Acquired by ClassPass. Was involved in DD and parts of the M&A process but decided not to join ClassPass post acquisition

Working with business and technology teams to build and deliver business goals in a timely and measurable way. Helping to develop the product roadmap, estimate deadlines/complexity, gather business requirements, turn business goals into actionable developer ready stories, manage business expectations and much more.

Responsible for a team of 5, helping to manage their career objectives, day to day operations, performance reviews, regular one on one catch ups and more

Senior Software Developer

October 2015 - November 2016 (1 year 2 months)

Singapore

GuavaPass gives members access to a community of fitness studios and healthy-living experts, offering unlimited classes at premium fitness studios, exclusive events with wellness experts, community classes and a range of perks from healthy living partners in your city. All classes have been hand selected by our team of fitness enthusiasts, who live and breathe a healthy lifestyle. Here at GuavaPass we wholeheartedly believe in this fitness revolution. Join the new community of healthy living.

GuavaPass is currently live in Bangkok, Beijing, Dubai, Hong Kong, Jakarta, Manila, Seoul, Shanghai, Singapore, and Taipei, and soon to be launched across other major cities in Asia & the Middle East.

Working with a team of 7 on 3 separate products from core product, mobile app and B2B platform.

My role is to use the latest technology to achieve business goals in an efficient and timely manner. Throughout my time I have worked on all three products, technical areas all the way from frontend HTML/CSS to SPA react apps, to API design and implementation, system architecture and mobile app build and bug fixing.

Using

- Rails 5
- React
- React Native
- Chef
- Postgres/MySQL
- Redis
- AWS
- OpsWorks, EC2, ELB, RDS, ElasticCache, Route53, etc...

Roomorama.com

Senior Ruby on Rails Developer

September 2014 - October 2015 (1 year 2 months)

Working at Roomorama exposed me to supporting a website catering to millions of monthly visitors as part of a small team of talented developers. Both the development and wider company consisted of talented people from numerous countries all bringing a unique perspective to the team.

Roomorama has a strong scrum focus, with a few customisations with the main focus on delivering clean, well tested/documented code.

Some responsibilities included working on building integrations with 3rd party providers to import 10,000s of properties into the Roomorama system, whilst keeping them continuously updated. This included live price and availability integration using various API technologies.

Also working on the main website itself to manage the implementation of new features, bug fixes, increasing test coverage, refactoring legacy code and other standard software practices

Technologies:

Ruby, Rails, Redis, Sidekiq, AWS, Chef, Opsworks, Elastic Search, HTML5, Backbone.js, Rubular, MySQL + many more

Catch Design

Web Developer

September 2013 - October 2014 (1 year 2 months)

Working with a bunch of talented designers and developers to bring creative, fun solutions to many local and national companies in New Zealand.

Some of the more interesting projects include:

KiwiRail –

Responsible for the overall mock backend design and implementation, working alongside the third party design documentations to provide a accurate and up to date snapshot of the resulting system. Also tasked with the implementation of an integration layer that handles communication between the User Interface and other third party vendors; integration into the live environment once the mock was removed and the implementation of ElasticSearch and its corresponding requirements

2degrees –

Development, testing and deployment of a Ruby on Rails application for 2degrees which manages the communication with Business customers who are onboarding or resigning to 2degrees.

Consilio

Managing Director

January 2013 - October 2014 (1 year 10 months)

Wellington

Consulting for numerous Ruby on Rails projects for small/medium sized companies around the Wellington region in my spare time

Responsibilities included:

Customer care, requirements analysis, development lead and system design

Technologies used:

Rails, postgres, mysql, sidekiq, redis, HTML5, CSS, javascript

Tendersave

Technology Director

September 2012 - January 2014 (1 year 5 months)

Wellington

Director/Technology Manager/Project Manager.

Lead the team of 4 that developed the Tendersave website using Ruby on Rails, HTML5, CSS, JQuery.

Was involved as a director at the business level, responsible for aligning business goals with the direction/purpose of the website

Dick Smith Electronics

Apple Product Professional

November 2011 - February 2013 (1 year 4 months)

This role involved vast amounts of customer service, product knowledge, conflict resolution, money handling skills, finance applications and many other skills. I was assisted with several managerial activities such as banking and end of day procedures. This job taught me mainly about interacting with people in a sales environment and how to deal with difficult or angry customers in an appropriate and professional manner.

During my time I also achieved the rank of Apple Sales Professional through the official Apple Sales training program for which I was awarded a certificate and given a separate uniform to wear.

Dewar Computer Services

Computer Technician

July 2010 - November 2011 (1 year 5 months)

Wellington City

Digital Paradise

Computer Consultant

January 2009 - June 2009 (6 months)

This involved the selling of a content filtering system and spam detection software. The role also involved some training from the creators of spamdunk, a New Zealand based anti-spam software developer.

Pc Pedicure

Computer Technician

January 2008 - March 2009 (1 year 3 months)

The role involved common technician tasks such as custom computer builds, upgrades, consultancy, virus detection/removal, data restoration, tuition and problem solving amongst other things

Education

Victoria University of Wellington

Bachelor of Science (B.Sc.), Computer Science · (2010 - 2013)