



# PAUL UPSON

SOFTWARE ARCHITECT |  
TECHNICAL LEADER |  
CLOUD & SECURITY SPECIALIST |

## CONTACT

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Hedge End, SO30 2AQ

## EDUCATION

**BSc (Hons) Computing**  
Bournemouth University  
2002-2006

## SKILLS

- Azure Cloud
- C# .NET Core
- SQL Server
- CI/CD
- Web Security
- Performance Optimisation
- Architectural Design
- Mentoring
- Cross-Functional Collaboration
- Critical Thinking

## ONLINE PROFILE

- 🌐 [www.paulupson.uk](http://www.paulupson.uk)
- 🔗 [github.com/paulupson](https://github.com/paulupson)
- 📄 [linkedin.com/in/paul-upson](https://linkedin.com/in/paul-upson)

## INTERESTS

- Cycling
- Football Coaching
- Video & Board Games

## PROFILE

Results-driven **Software Architect** with over 20 years of experience designing, developing, and delivering secure, scalable software systems. Proven ability to lead teams, implement cloud-native architectures on Microsoft Azure, and optimize performance for mission-critical applications. Adept at balancing innovation with pragmatic execution to deliver measurable business value. Passionate mentor and advocate of best practices in software engineering, security, and performance.

## WORK EXPERIENCE

### • NiCE Ltd - Principal Software Architect

2015 - Present | Southampton, UK

- Lead architecture and design of **Azure-based Digital Evidence Management Systems** for the Public Safety sector.
- Established and maintained a **Software Security Policy**, ensuring compliance and secure software practices across the organisation.
- Mentored a high-performing development team, fostering a culture of collaboration, quality, and accountability.
- Spearheaded a **Performance Task Force**, defining metrics and implementing optimisations that achieved **10× performance improvement**.
- Drove adoption of cloud-native architecture principles, enhancing scalability and maintainability of enterprise products.

### • Big Tree Systems Ltd - Software Engineering Consultant

2009 - 2016 | UK (Contract)

- Delivered software consultancy services to clients in Defence, Healthcare, and Facilities Management sectors.
- Designed and implemented robust, maintainable codebases aligned with client specifications and industry standards.
- Supported teams with architectural decisions, refactoring, and integration strategies.

### • Nickleby & Co - Senior Web Developer

Sept - Dec 2009 | Basingstoke, UK

### • System C Healthcare - Graduate → Senior Software Engineer

2004 - 2009 | Poole, UK

## REFERENCES

Available upon request