

## Profile

Highly technical software engineering manager and leader with extensive experience in software architecture, development team management, and stakeholder collaboration. My leadership style revolves around fostering high-performing teams, building scalable, high-quality software solutions, and driving innovation through a mix of technical, psychological, and philosophical approaches.

I am passionate about developing engineering strategies that align with business goals, ensuring technological excellence, quality, and competitive advantage. I leverage a combination of agile, post-agile, and adaptive methodologies to create engineering environments that balance structure with flexibility. I also emphasize communication and collaboration as essential elements of productive teams, ensuring strong cross-functional relationships that drive sustainable success. I have experience implementing generative AI and machine learning into software products and integrating them into engineering processes to enhance efficiency, reduce lead times, and optimise system architectures.

## Skills

- Software Engineering Leadership – Managing and scaling high-performing engineering teams, fostering a strong technical culture, and mentoring both managers and individual contributors to drive delivery excellence.
- Software Architecture & Development – Expertise in designing scalable microservices, cloud-native architectures, and implementing high-availability, high-performance systems.
- Process Improvement & Agile Methodologies – Leading adaptive engineering processes, combining agile, post-agile, and lean approaches to improve efficiency and product delivery.
- Technical Strategy & Stakeholder Collaboration – Aligning technology decisions with business objectives, working closely with C-suite stakeholders, and bridging the gap between engineering and product strategy.
- AI & Data-Driven Engineering – Leveraging AI/ML where practical to enhance decision-making, streamline development workflows, and improve predictive analytics, while maintaining a balanced approach to adoption.
- Infrastructure as Code & DevOps – Experienced in Terraform, Packer, Ansible, AWS, GCP, and GitHub, amongst others for managing infrastructure, automating deployments, and ensuring system reliability.
- Backend Development – Proficient in Python, Java, Clojure, and Ruby, amongst others with expertise in building scalable microservices, APIs, and distributed systems.
- Frontend Development – Proficient in React, Angular, React Native, and Flutter, amongst others, focusing on modern UI/UX development for web and mobile applications.

## Education

**Bachelor of Science in Computer Science and Multimedia Information Systems – Murdoch University, 2004.**

**Academic Achievements:** 4.0 GPA; 2004 Valedictorian; 2004 University Medal; 2004 School of Information Technology Prize; Vice Chancellor's Commendation for Academic Excellence (2002, 2003, 2004).

## Experience

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### Head Of Engineering | Onlife | 2022 – Present

Built and scaled an in-house engineering function in preparation for a Series B funding round, replacing external contractor teams. Led the pivot from the Aglet mobile game to the Onlife Maps application, implementing AI-driven features, architecture and process improvements. Integrated machine learning and generative AI into software development workflows to accelerate delivery and optimise decision-making.

#### Key Achievements:

- Secured multiple R&D grants (AU, UK) from 2022-2025.
- Structured a generative AI engineering approach leveraging codeium.vim, Claude and ChatGPT for code generation, refactoring, documentation, and architecture analysis, achieving:
  - 50-75% decrease in lead time for changes.
  - 50-75% increase in deployment frequency.
  - Zero deviation in change failure rate.
  - Zero deviation in mean time to recovery.
- Transitioned server-side development teams from Java to Python, delivering 11 microservices on time and under budget.
- Introduced Graph Neural Networks (GNNs) for user dwell prediction using ArangoDB and Spanner Graph.
- Replaced a 20-member contractor team with an in-house engineering team of 10, driving measurable improvements in efficiency and operational metrics, including deployment speed, system reliability, and recovery time.
- Restructured data team into an ML-focused complicated subsystem team, enhancing machine learning platform capabilities.
- Established engineering processes and structures to support long-term scalability and efficiency.

# Experience

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## Segment Technology Manager | MYOB | 2021 – 2022

Led a team-of-teams within the “New & Serious” customer segment, driving engineering improvements and cross-functional collaboration. Managed senior stakeholders and helped refine operational approaches to balance technical excellence with business needs.

### Key Achievements:

- Developed and implemented a scalable engineering operating model, improving efficiency across teams.
- Led efforts to improve engineering predictability and delivery cadence.
- Provided hands-on leadership during a critical production issue resolution, ensuring minimal business disruption.
- Increased team engagement scores from 40–50% to 78% within a quarter.

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## Engineering Manager | MYOB | 2020 – 2021

Managed cross-functional engineering teams delivering payroll solutions for the Australian and New Zealand markets. Focused on process efficiency, technical architecture, and coaching engineering leaders.

### Key Achievements:

- Led the team in pivoting a failing initiative, improving engagement and delivery efficiency.
- Implemented the decision-making framework (RAPID) to align engineering decisions with business objectives.

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## Development Manager | MYOB | 2019 – 2020

Managed leadership within the “MYOB Business” program for the “Support Mechanisms” group, driving process improvements and technical enhancements.

### Key Achievements:

- Inception of a four-team engineering group focused on uplifting underinvested areas of the program.
- Guided the group in improving quality, performance, and deployment capabilities.

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## Architect | MYOB | 2018 – 2019

Served as an architect in the “MYOB Business” program, mentoring technical staff and shaping software strategy.

### Key Achievements:

- Led the technical pivot strategy, ensuring architectural alignment with evolving business needs.
- Established a team dedicated to elevating software quality concerns within the program.

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## Principal Developer | MYOB | 2018

Worked in the SME Platform Group, leading technical initiatives and process improvements.

### Key Achievements:

- Guided the adoption of modern software architectures, including modularization strategies.
- Led software archaeology efforts to analyse and restructure legacy systems.

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## Stream Lead | Aconex | 2016 – 2018

Led technical initiatives for delivering document linking behaviours in Aconex’s software platform.

### Key Achievements:

- Introduced Clojure and functional programming into the production software stack.
- Mentored engineers in modern development methodologies and best practices.

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## Senior Software Engineer | Aconex | 2013 – 2016

Worked on extracting behaviours from monolithic applications and improving system scalability.

### Key Achievements:

- Advocated for developer-owned deployment and configuration management.
- Led the adoption of Ansible for infrastructure automation.

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## Previous Experience | Various

Available on request.