Andy Vaughan

Cambridge  
<https://www.linkedin.com/in/avaughan->

A strategic technical leader with twenty-six years’ software engineering experience across complex regulated domains including healthcare, aviation, mobile telecoms and retail industries.

Working experience of building, scaling and leading digital product development teams; defining technology strategy and architecture roadmaps to provide clear, long-term direction.

Can install modern software engineering practices spanning idea through delivery, observation and support to decommission.

A calm servant-leader and mentor who strives to help teams do their best work.

Pragmatic and optimistic with a strong focus on execution.

**Notable achievements**

* Built and delivered GenAI mental health apps to UK clinical trial & NHS providers
* Built a real-time flight tracking tool and deployed to 15 commercial airlines
* Reduced cloud infrastructure costs by ~30% and improved uptime to 99.98%
* Reduced deployment time from weekly to multiple times a day across ieso’s service-oriented architecture (SOA) Clinical Delivery Platform
* 96% personnel retention rate (average churn of 2 engineers a year)
* Created a career development framework from scratch for all roles and levels under technology dept.
* Professionally developed engineering managers to take on their own teams

**KEY SKILLS**

* Commercially focused
* Budgeting and cost management
* Vendor/supplier management
* Governance and compliance (ISO 27001, 9001, 13485)
* Technology strategy & architecture roadmaps
* Building and leading cross-functional product development teams
* Clear written and verbal communication
* Rapidly growing technology teams
* Technical project management
* Recruitment
* Software development lifecycle (SDLC)
* Agile and DevOps methodologies
* Micro-services and distributed systems
* QA expertise
* Building rapport & professional connections

**CAREER HISTORY**

**ieso Digital Health 04/2019 – 08/2024**  
VP Technology

Brownfield development (re-architecture) of ieso’s Clinical Delivery Platform providing text-based and video therapy to ~18,000 NHS patients a year. Developed all-new Class I regulated AI digital therapeutics under regulation (ISO 13485).

Reporting to the Chief AI Officer I was responsible for Engineering, SecOps, IT and Data teams, including budget and regulatory accountability.

* Scaled Technology group from 12 to 50 to meet business needs
* Setting and managing £5.2M budget across engineering, IT and security
* Set-up long-term contract arrangement with development partner in Ukraine (N-iX Ltd.)
* Supported Series C $45 million fundraise
* Technology strategy & architecture roadmap
* Managed feature development for ieso’s Clinical Delivery Platform (NHS patients)
* Built and delivered GenAI enabled mental health apps (iOS & Android) to UK clinical trial & NHS providers
* Reduced cloud infrastructure costs by ~30% and improved uptime to 99.98% through process and performance optimisation
* Led a small mobile development team for iOS & Android apps
* Achieved ISO27001, ISO13485, ISO9001
* Installed DORA metrics for quality and tempo indicators

**Technologies**: Azure, React, Swift, Kotlin, .NET, Terraform, Kubernetes, CosmosDB, SQL Server, LLMs, Azure Data Factory, Synapse Analytics, Looker, PowerBI.

**Repositive Ltd. 07/2018 – 04/2019**  
Scrum Master

Interim job/role to facilitate a time-sensitive move to Cambridge (family).

* Setting up and leading Scrum teams from scratch comprising full-stack developers, QA, bioinformatics, UX, DevOps and Product
* Working with the SLT and Product team to define and deliver value (outcomes)
* Drive to reduce dependencies, make work visible, drive outcomes through sprint goals and foster high-performing teams
* Delivering fortnightly, production-ready increments of the Cancer Models Platform and genomic data-ingestion pipelines

**Technologies**: GCP, Node.js, Rust, React

**Rockwell Collins UK Ltd. 03/2007 – 07/2018**  
Sr. Engineering Manager

Owned and led development, QA and support & implementation teams in the broader UK Engineering department.

Providing solutions to global commercial airline customers designed to meet the challenge of complex datalinks. Delivering end-to-end business processes which connect an aircraft into the airline enterprise; better decision-making, increases to operational efficiency and improvements to on-time performance.

* Managed the $2.6m annual operating plan for the Hermes team
* Led procurement for high-profile airline customers (Lufthansa, Southwest)
* Responsible for business development tasks (bids, RFI, RFP, RFQ)
* Software engineering from requirements through to cloud-based and on-prem delivery
* 1st to 3rd line support
* 24/7 emergency cover (incident management)
* Achieved the first Agile Champion status in Rockwell Collins UK, providing Scrum and SAFe 4.5 support to local and EuMEA programme teams (France and Germany)

**Technologies**: AWS, Kinesis Stream, Angular, .NET, Oracle RDBMS

**PREVIOUS HISTORY**

**Vodafone Ltd. 07/2002 – 03/2007**  
Lead Test Engineer

**ADP Ltd. (British Airways) 07/2000 – 07/2002**  
Lead UAT Engineer

**ICL Ltd. 08/1997 – 07/2000**  
Test Specialist

**PROFESSIONAL QUALIFICATIONS**

* Certified ScrumMaster® (CSM)
* Certified SAFe® 4 Agilist
* Rockwell Collins Agile Champion
* PRINCE2 Practitioner
* ISTQB Advanced Level Test Manager
* Certified Agile Tester (CAT)

**REFERENCES**

References are available on request.