

I'm an experienced, **adaptable** and **cross-functional** trainer & engineering manager with a passion for **process improvement** and helping people enjoy work. I love solving difficult **business**, **technical** and **people**-related problems.

Work History

Senior Software Engineer

CharlieHR

Aug 2017 - May 2018

- Worked with small cross-functional teams on **Rails 5** app using XP practices.
- Improved engineering **process** (introduced Definition of Done, technical issue tracking, better deployment process etc) and **tooling** (rubocop/linting, code coverage reporting, config scripts etc) and **documented** new and existing engineering patterns and processes.

Curriculum Manager & Lead Technical Instructor

Sparta Global

Mar 2014 - Apr 2017

- Led technical side of the academy, growing from 3-employee startup to 80+ employees taking over £1.5M GP annually.

Year 3

- Delivered 3-month multi-stream (JS Engineer/DevOps/SDET/Test) on-site academy for large media client (worth £300,000). Worked with client to define bespoke curriculum, delivered core modules and integrated graduates into tribes on completion.
- Led dev team for small **microservice**-based curriculum management system built on **Sinatra**, **Node**/Express (and a little VueJS), deployed to Heroku/AWS via CI pipeline.
- Oversaw analysis and development of new 3-month Web Dev (JS/Node/CSS) and 4-month DevOps (Ruby/Microservices/Docker/Jenkins/AWS) courses.

Year 2

- Overhauled academy business processes to support scaling training delivery, clarified company vision and introduced tools to improve communication, information management and governance.
- Instructed, mentored and coached new trainers and trainees.
- Managed the quality of courseware and training delivery.

Year 1

- End-to-end design, development and pilot delivery of intensive 3-month course for **agile test analysts** and **ruby automation engineers**. Grads have been placed with clients ranging from small startups to household names.
- Focus on developing a culture of self-improvement, agile process and eloquent ruby, the modules include business skills, ISTQB certification, **Web Tech** (JSON, REST, Git, UNIX), **Web Design** (HTML, CSS, accessible RWD), **Testing** (Stress, JMeter, usability testing, mobile testing), **Databases** (Redis, Postgres, MySQL, Mongo), **Core Ruby** (OOP, TDD, ActiveRecord, Metaprogramming, Design Patterns), **Automation** (Selenium, Water, RSpec) and SBE (Cucumber/Gherkin, BDD, Framework Design)
- Design and delivery of 5-day **Agile course** (for engineering/BA/PMO streams) covering principles, Scrum, Kanban, user stories, backlog management, XP, TDD, CI, agile at scale, governance and intro to DevOps.
- Developing and maintaining in-house systems using Sinatra/RoR/Node/Express.

Test Automation Engineer

The Collinson Group

Aug 2013 - Mar 2014

- Worked with **agile** Scrum team to improve process by introducing automated testing strategy leading towards **BDD**/Specification by Example.
- Developed ruby automated test framework on Cucumber/Selenium/RSpec providing **fast feedback** via CI and JIRA integration; helping BAs, Devs and Testers collaborate on specifications. Designed to offer long-term value, **ease of use** and **maintainability**.
- Developed ruby **styleguide** and automation engineering guidelines for company-wide use.
- Introduced **Three Amigos** workshops to in sprint planning to improve quality of user stories/acceptance criteria. Regularly led retrospectives.
- Worked with offshore teams to train and coach in basic ruby/UI automation.

Web Developer Manyhats Design Jun 2012 - Feb 2014	<ul style="list-style-type: none"> Delivered mobile-first responsive websites using HTML5, Sass/CSS3 supported by modular styleguides and design systems such SMACSS. Developed back-end systems based on Sinatra and the Shopify e-commerce platform. Improved our design process and methodology, encouraging the use of Style Tiles and HTML prototyping. Focus on customer collaboration and high-quality maintainable code.
Freelance Web Developer 2006 - Jun 2012	<ul style="list-style-type: none"> Collaboration with businesses to build their presence, primarily by delivering websites built in Ruby, Sinatra or Rails, Sass/CSS3, semantic HTML5 and jQuery. An early proponent of mobile-first responsive design and CSS pattern libraries.
Adjutant & Instructor Central Training Team HQ Air Cadet Organisation April 2011 - Present (voluntary)	<p><i>Until 2015 I acted as Adjutant on a specialist training team tasked with qualifying Skill-at-Arms Instructors and Exercise Managers from among the 15,000 volunteer staff in the Air and Sea Cadet organisations. I still instruct on the team.</i></p> <ul style="list-style-type: none"> Leading the team's instructors and managing their day-to-day work during courses. Maintaining the team's strategic direction and information management processes, improving business processes and rationalising policies and training materials. Coaching and mentoring new instructors/staff officers and encouraging a positive and enthusiastic culture. Internal and external quality assurance and, occasionally, the management of ACO shooting policies. Overseeing the development of formal performance standards and the subsequent design of a DSAT-compliant CPD programme. Providing expert advice on firearms training to the wider organisation.

Education, Courses and Qualifications

Licentiatehsip Youth Leadership & Training

City & Guilds Institute

Preparing to Teach in the Lifelong Learning Sector (QCF Level 4)

Pearson / Edexcel

Computer Science BSc

University of Sussex

Other Courses & Qualifications

- Certified Professional Scrum Master (PSM I)
- UK Government Security Clearance (SC)
- HSE First Aid at Work
- ILM Level 3 Award in First Line Management
- Full Driving License

Selected Military Qualifications

- Skill at Arms Instructor (Trainer)
- Exercise & Range Manager (SA(M)07, SA(SR)07, SA(LR)07)
- Qualified Drill Instructor

Other Interests

Aside from my voluntary work with the Air Cadet Organisation, I play harmonica, slide guitar & sing blues – I've had the pleasure of supporting Martin Simpson, Paul Jones & Long John Baldry, among others. I'm also a bit of a productivity geek (GTD in particular) and dabble with cryptocurrencies now and again. I **write about technology** on Medium.