Danny Smith.

I used to be a software engineer. More recently I've been helping organisations and teams **get better at how they work**. I'm looking to keep doing that.

I'm also looking for help defining my next job title! This was much easier when it was simply *software engineer*.

I've experience in tech leadership, management, software engineering, remote working, learning design and coaching. I'm definitely a **generalist**. I've been lucky enough to use and grow this experience with some amazing people and companies over the last few years and I'm hoping to continue that.

I really love creating environments where people can do great work, **genuinely enjoy it** and make the right decisions for themselves and their company. I fervently believe this leads to **happier lives** and **more effective businesses**.

Seeing the effect of my work in a tangible way is important to me, even if those effects often take time to manifest. Having spent time in learning and development, the opportunity to continue learning and growing through experience also matters a lot to me.

44 7754 18 42 42
http://danny.is
hi@danny.is

I might be a good fit for roles like...

Engineering Manager
Transformation Consultant
Remote Work Consultant
Product Manager / Technical PM
Startup COO
Learning Designer
Agile Coach
Lecturer / Curriculum Designer

RED Academy
Technology Director
Aug 19 - May 20

- Coached managers across the business, developing intentional leadership, collaboration and openness.
- Drove formation of coherent company leadership team and guided it towards effectiveness.
- Led cultural change towards distributed remote working through coaching, role-modelling and much hands-on work.
- Introduced tooling and process to support company-wide transparency, observability and efficiency, enabling better decision making and business agility. Led initiatives to build a functioning (and useful) living knowledge-base, and improve internal communication.
- Resolved political and organisational problems across all levels, mostly through building genuine honest relationships.
- Jointly line-managed Vancouver program manager (16 indirect reports - all engineering instructors). Routinely advised and supported CEO.
- Owned tech infrastructure and tooling.

Curriculum Director
Technology
May 19 - May 20

- Responsible for all tech curricula for schools in London, Toronto, Vancouver and partner universities.
- Established close-knit remote team of three curriculum directors to lead academic change within RED. Redefined learning approach, principles and methodology focused on flexible, experiential and reflective learning. Enabled remote/blended learning delivery. Integrated engineering, design and marketing curricula to facilitate collaborative learning.
- Designed and successfully trialled new curriculum and education model, reducing delivery costs by more than 50%.
- Designed and led remote training courses for new instructional team (University of Alberta), and for global sales and marketing teams.
- Coached and supported programme managers and instructional staff across organisation, facilitating group workshops where needed.

Lead Instructor
London School
Mar - Jul 19

- Led instruction for Web and App Dev courses (mostly JavaScript & React.js) and taught parts of UX and UI Design courses.
- Advised UK Managing Director and Academic Director, working closely with ops, sales and admissions teams to improve process and management.
- Worked with company leadership to close down the London school.

Ada College
The National College for Digital Skills

Lecturer
Aug 18 - Jan 19

- Jointly delivered 6-week full-time "Launchpad" course to 70+ apprentices from companies including Google, Facebook, Gamesys, FT and Delloite.
- Jointly re-designed curriculum and training materials for apprenticeship degree programme:
    - Led shift to more modern, collaborative and experiential learning methods.
    - Mostly involved in JavaScript, Agile, Software Testing, REST APIs and OO Design modules.
    - Switched from Java to JavaScript as the primary teaching language for the Launchpad course.

CharlieHR
Senior Software Engineer
Aug 17 - May 18

- Worked with small cross-functional team on Ruby on Rails monolith.
- Improved engineering process and tooling. Introduced internal documentation for engineering patterns and processes. Learned a ton about product management from some amazing people. Fell in love with good HR software.

Sparta Global
Various Roles
Mar 14 - Apr 17

- Led technical side of the academy, growing company from three-employee startup to 80+ employees taking over £1.5M GP annually.
- Delivered three-month multi-stream (JS Engineer/DevOps/SDET/Test) on-site academy for large media client (worth ~£500k). Worked with client to define bespoke curriculum, delivered core modules and integrated graduates into company 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.
- Oversaw analysis and development of three-month Web Dev (JS/Node/CSS) and four-month DevOps (Ruby/Microservices/Docker/Jenkins/AWS) courses. Designed and delivered three-month agile test analyst and ruby engineering courses. Desiged five-day Agile course (scrum/kanban/XP/TDD/agile at scale/governance). Graduates were placed with clients ranging from startups to household names.
- 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 managed the quality of courseware and training delivery.

Previous Work

Collinson Group
Aug 13 - Mar 14

Worked with agile team to improve process, introduce automated testing and BDD, helping BAs, devs and testers collaborate. Developed ruby styleguide and engineering guidelines for company-wide use. Overhauled sprint planning workshops and retrospectives. Trained and coached offshore teams.

Manyhats Design
2012 - 2014

Co-founded design agency building accessible e-commerce and web apps for small businesses (mostly Shopify, Sinatra or Wordpress). Led design and business functions.

Freelancer
2006 - 2012

Various development work in Ruby, Rails, Sass/CSS, and HTML5. Early proponent of mobile-first RWD and a systems approach to design that we'd now call "design systems".

Voluntary Work

Central Training Team
HQ RAF Air Cadets
RAF College Cranwell
Apr 11 - Mar 18

Formed and served as adjutant on first-of-its-kind national training team, qualifying Skill-at-Arms Instructors and Exercise Managers from among the 15,000 volunteer staff in the Air and Sea Cadets. Our work resulted in lasting large-scale cultural change in the quality of firearms training. I'm very proud of this.

- Planned and executed over forty intensive five-day Train The Tainer courses in locations around the UK.
- Planned and executed first (and only) two RAFAC-led Exercise Management courses, enabling Air Cadet staff to run types of training not possible for years.
- Lead team of six instructors and managed day-to-day work during courses. Coached and mentored new staff. Designed CPD and performance frameworks.
- Established and managed all internal administrative processes.
- Internal and external quality assurance of firearms-related training and policy at a national level.
- Provided expert advice on firearms policy and the design and delivery of training to the wider organisation.

Squadron Staff
RAF Air Cadets
July 2006 - June 2011

- Served as volunteer in various squadron roles. Responsible for design and delivery of an annual programme for 40+ cadets, as well as routine admin. Taught subjects including leadership, teamwork, shooting, fieldcraft, drill & ceremonial and adventurous training.
- Delivered many courses and camps. Highlights: trained and led 15-strong team on 100-mile international marches in the Netherlands; was Directing Staff on two Dutch Army parachute courses for cadets, regular and reserve personnel.

Outside of work

I used to play blues music, and have supported Martin Simpson, Paul Jones & Long John Baldry, among others. I still sing, play guitar and blow the harmonica now and again.

I build and paint little Orks for Warhammer 40k.

I've been a productivity nerd for years (GTD in particular) and spend too much time messing with new and interesting tools.

I have a tiny very-part-time agency called Tavern where I occasionally work on brands and websites for local businesses with my friend Bruce.

I write about technology and other things on my website.

Qualifications & Certificates

Licentiateship: Leadership & Training - City & Guilds

Computer Science BSc - University of Sussex

Qualified Facilitator - Instructional Skills Workshops

Level 3 Certificate in Education and Training

Certified Professional Scrum Master (PSM I)

ILM Level 3 Award in First Line Management

HSE First Aid at Work

Skill at Arms Instructor (Train The Trainer) *(millitary)*

Exercise & Range Manager (SA(M)07, SA(LR)07) *(millitary)*

Qualified Drill Instructor *(millitary)*

UK Government Security Clearance (SC)

Tech & Buzzwords

Ruby, Ruby on Rails, Sinatra

JavaScript, ReactJS, ES2015, ES6, Redux

CSS, CSS3, Sass, HTML

Agile, Scrum, Kanban

Microservices, Architecture, OOP

Design Systems, Sketch, Figma