Personal Details

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Nationality	British	

Employment History

May 2015-July 2019 **Graduate-jobs.com** **Technical Director**	Hands-on management for a small profitable independent company in the recruitment sector. Successfully created a functioning team able to operate independently, whilst improving processes to remove manual work. Provided tools for sales team to set up client content pages and schedule client marketing emails. Delivered technical improvements - responsive site, security, sign-up/login, site search, application process, statistics. Modernised legacy tool chain, introducing CI, automated tests and builds, and DI with Jenkins, git, Junit, Maven, Spring Boot, Vagrant etc
May 2014-April 2015 **DMGT Mail Online** **Head of Engineering**	Promoted to Head of Engineering, managing ~30 developers and test staff. • Daily team management, process and prioritisation to keep delivery smooth • Owning the overall technology architecture for the website and internal CMS • Team development, recruitment and training • Reporting at regular management meetings
Jan 2013-May 2014 **DMGT Mail Online** **Senior Developer**	Very high traffic news website with over 200 million unique visitors a month. The development team used a flat structure and post-agile process to improve delivery time and productivity. • New implementation of HTML5/CSS3 mobile website • Full stack development using Clojure, NodeJS, Redis, ElasticSearch • Devops team investigating deployment technologies – Docker, Joyent/SmartOS
April 2012-Jan 2013 **LMAX Exchange** **Senior Developer**	LMAX is a multilateral trading facility for trading Spot FX and CFDs. LMAX provides a competitive low-latency exchange with features including real-time risk. • Low-garbage / high-throughput Java development for low-latency matching engine using open source LMAX Disruptor and proprietary technology • Devops work to support production systems for customer services and market operations teams. Production release support • Product development and customisation for innovative and highly competitive business product. Launched to beta 3 months ahead of competition
May 2011-April 2012 **AKQA** **Technical Delivery Manager**	Fullstack team lead for Nike Global CMS platform, introducing agile methods to improve quality, delivery time and customer satisfaction. Launched Nike site experiences in USA, Europe, and China. • Design and implement Adobe CQ5/WCM custom CMS components, JCR structures, and workflow for integration with external .Net translation platform • Technical support for deployment in US production environments • Advocate of Agile practices – brought Agile London meetup group to AKQA

Aug 2007-Apr 2011 **BSkyB (Sky Network Services)** **Java Team Lead**	Development team leader working to deliver ADSL provisioning using Spring, Hibernate, ActiveMQ, Oracle in a mature Agile/XP group, using CI (TeamCity & Maven 2), TDD (JUnit, Mockito, Selenium, ATDD), pair programming, SVN etc. • Services for internal network ADSL capacity checks, DSL line reservation, line statistics, configuration, transferal and decommissioning using JMS and HTTP/REST, to improving security, auditing, and reduce training costs • Integration of "off the shelf" Dynamic Line Management to improve stability and speed across Sky's 2+ million 'on net' customers • Data modeling and SNMP integration of LLU ISAMs to roll out full telephony service, and replace 3rd party with an in-house solution, to save ~£500k p.a.
Dec 2004 - Aug 2007 **Tribal DDB** **Head of Java Development**	Establish Java team for the delivery and management of bespoke CMS platform for Volkswagen UK. • Managed the handover of technical development from 3rd party (LB Icon) • Created and lead a team of 6 developers • Website development, integration and hosting for www.vw.co.uk
Sep 2001 **Graduate-jobs.com** **Co-founder**	Technology co-founder. Development of graduate recruitment website using Linux, Apache, Tomcat and Mysql. Site administration, reporting and hosting management. Integration with 3rd party XML APIs, Worldpay, and recruitment fair data capture systems.
Sep 1998 – Oct 2003 **Nettec PLC (acquired by LBi/Digitas)** **Developer / Team Lead**	Tech lead for Volkswagen UK website using Apache, J2EE (JRun4), Struts and Sybase 12.0. Bespoke CMS and multi-threaded cache for technical car information. Various sites using Solaris, Irix, Oracle, Informix, Perl 5, Java, Websphere and Point 4 Application Server. Customers included Sony Playstation Europe, BT, TUI

Education

1987-1994	Manchester Grammar School	A levels: Mathematics, Physics, Chemistry, Further Mathematics
1994-1998	Imperial College	M. Eng. (Hons) - Electrical & Electronic Eng. with Management