

Paul Senior

Technical Solution Architect/Software Development Manager

18 Cotswold Road, Hillsborough,
Sheffield, S6 4QY
Email: Senior.paul@gmail.com
Mobile: 07899847278

Summary

A dedicated IT professional with 19 years commercial experience, with the last 7+ years in lead roles. I've built my current set of skills around a solid understanding of the Software Development Life Cycle. I have an intimate understanding of the Agile development process and have a sound understanding of some of its shortcomings when dealing with projects rather than products. I trust my technical instinct when problem solving but fall back to apply standard patterns and techniques when necessary.

I have been involved in software development for much of my professional career. During this time, I moved from development towards leading the development process.

Experience/Career History

April 2019 - Present

Software Development Manager - XLN

I am currently running the development department at XLN, working on a bespoke CRM platform that services the company's telephonic and utility products. I provide technical/architectural guidance and vision to the development/product team, providing overall governance for the development function of the department. I am responsible for driving the modernisation of the development processes and moving the company's platform to deliver more of an SaaS experience to the user base.

I'm working on establishing an Agile development environment, focusing primarily on the development approach; this involves coaching the teams on the elements of an Agile software development process. I'm directing a move to a more CI/CD approach, containerising the software with an aim to deploying into AWS at the end of a sprint.

It's a challenging and diverse role and I find my technical and managerial skills serve me well as I feel it is as important to develop an individual, as it is to develop great software.

Sept 2018 – Apr 2019

Development Team Lead – Technical, Edge Project - Tribal Group PLC

I led a team on Tribal's new Azure cloud-based education platform. I drew on my architectural/technologist skill-set, plugging the gap between product and development, whilst ensuring the development team adhere to Tribal's Agile delivery practices.

Key role/responsibilities (in addition to the core team/line management responsibilities):

- performing technical/architectural feasibility liaising between Product Owner and UX/UI Designers, feeding iteratively back into the design process ahead of the development team.
- administration/owner of the MS DevOps project/repos configuration.
- involved in an advisory capacity, with the CI/CD process/pipeline; helped formalise the branching/feature toggle approach.
- part of the PR approval group of the Angular/NGRX UI workstream.
- provide technical guidance when needed.
- chair/organiser of technical/architectural "deep dive" meetings.

- reviewer/maintainer of secure development standards on an ongoing basis; raise incidents/exceptions (as appropriate) in response to changes in the standards to deal with the impact of the changes.
- coaching of the development team ensuring that the key agile practices are performed/adhered to.
- tracking of project expenditure.

Sept 2017 – Sept 2018 Technical Solution Architect / Development Team Lead, ebs NSW Schools Project – Tribal PLC

Operated as a Technical Solution Architect whilst maintaining the line management/pastoral component of my Development Team Lead position. The role formalised the technical/architectural governance aspects of my previous roles; the TSA role allowed me to be more formally involved, where I would've previously been involved on a consultative basis.

Key role/responsibilities (in addition to those of the Development Team Lead):

- responsible for reviewing technical/functional requirements produced by the APAC product team. This involved critiquing design and assessing feasibility. I used this opportunity to ensure that the current UX/Architectural standards had been considered.
- produced technical user stories where required.
- authored technical "Interface Agreements" (IA) in collaboration with the customer's Technical Solution Architect (TSA). The IA's formalised the specification and integration approach between our 2 systems.
- production/review of component diagram/technical flow diagrams to clarify the development effort for more complex integration pieces.
- responsible for managing the technical roadmap for the Tribal's School ebs product; this involved identifying opportunities to employ newer technologies and to make the use of existing technologies more efficient.
- involved in architecturally refining the NSW deployment; continually looking to reduce the customer's processing overhead and improve ebs system performance.
- development and maintenance of the development teams secure development standards. This involved regularly reviewing/modifying the standards in reaction to new/emerging threats.

May 2015 – Sept 2017 Development Team Lead, ebs NSW Schools Project - Tribal Group PLC

Lead a team of 15 developers working on an enterprise level, education-based product suite deployed in New South Wales, Australia. I had technical influence over a wider number of developer on a consultative basis, working in the UK and New Zealand markets. The position I held was dynamic and allowed me to apply both my technical and managerial skills.

Key roles/responsibilities:

- involved in the quoting process when estimating, resource planning and budgeting as required.
- held a responsibility to enable and ensure the Agile development process is executed and adhered to.
- pastoral care/line management of developers; setting of SMART objectives via an appraisal process.
- involved in the procurement/hiring process – performing interviews.
- creation of the development team's work instruction/processes.
- technical steering, evaluation of technologies performing fit for purpose analysis when required.
- involved in product reviews on a regular basis.
- architectural decision making for the team I led and the wider team on a consultative basis.
- coaching/mentoring as and when required.
- enacting and identifying opportunities for process improvement.
- involved in managing the delivery of software releases.

- management of branching strategy for releases in our Australian Schools market
- production of project RAG reports on a regular basis.
- production of project dashboards; relay high level information to senior board members.

Feb 2012 – May 2015

Solution Lead, ebs New Architecture Project - Tribal Group PLC

Working in a technical/architectural lead role on a large-scale enterprise level development project; Tribal scaled its development team to deliver the largest deployment of educational software in the world to the Australian state of New South Wales. The development team consisted of approximately 130 members distributed over 2 UK based office and 2 international offices. The role demanded an in depth technical knowledge of the product set and underlying technologies, strong communication skills and a desire to employ and continually improve upon a professional development process.

Key roles/responsibilities:

- ensuring the quality of software being developed; involving the creation of coding standards.
- ensuring that the correct processes are being followed; ensuring the adherence of coding standards.
- involved in overseeing the development of the architecture of the product set and was heavily involved in its re-architecture; the project demanded that we move to a REST based SOA architecture and deliver a distributed rich client in a hosted environment.
- frequently liaised with developers and analysts giving product/technical steer as needed. This sometime lead to technical product meetings to discuss feasibility of requirements.
- performed technical investigation into technologies required for the project; production of white papers/technical papers to detail findings.
- making high level technical decisions on architecture, technology and design patterns such as IoC/MVC.
- appraising high level architectural blueprints and infrastructural landscape proposals, providing critique and recommendations where necessary.
- active communication from developer to director level and the producing project progress reports.
- ensuring the solution was capable of scaling horizontally as well as vertically whilst remaining performant under load.
- ensuring the strategy for consolidating independent versions of our software into a single instance remained consistent across the many disparate layers of the solution.

Sept 2010 – Feb 2012

Scrum Master & Senior Software Engineer/Analyst, ebs Project - Tribal Group PLC

I was required to ensure that the team ran efficiently; the role included motivating team members, resolving conflicts, rationalising estimates and the resolution of anything that would impede the team's progress. Amongst other responsibilities the ScrumMaster role also involved liaising with management on a regular basis. I was one of the first in the business to achieve Scrum Master certification and therefore was part of a team responsible for spreading the word. I was still able to contribute to the development effort albeit in a reduced capacity.

Key roles/responsibilities:

- facilitation and trigger release level planning when required.
- holding team retrospectives, pre-planning and big room planning meetings.
- coaching the team, channeling their retrospective items into new sprint goals.
- attending/chairing of the SOS (Scrum of Scrums).
- facilitation of sprint reviews with product owner(s).
- ensured the Scrum process is followed during development.
- resolution/escalation of impediments.
- involved in evangelizing the Scrum/Agile process; convincing other members of the business to adopt the methodology.

- undertook development/analysis tasks where the role permitted.

Sept 2005 - Sept 2010 Senior Software Engineer/Analyst, ebs Project - Tribal Group PLC

Working in an Agile Team environment having adopted the Scrum methodology. As an engineer in this capacity I was involved in each of the key stages of development that are involved from Analysis\Design through to Quality Assurance; I was also heavily involved in training/mentoring as part of this role.

I was able to utilise both the technical and extensive functional knowledge of the product set I acquired during my 5 years in this role.

Tribal undertook a 'Technology Refresh Programme' that saw most of the legacy systems rewritten using Microsoft .Net 2.0/3.5\AJAX and Microsoft WPF; I have found myself involved, in part, in each of the system rewrites. I feel that moving between these projects regularly benefited me greatly as it has helped me remain technically versatile.

Key roles/responsibilities:

- producing technical documentation when required.
- performing analysis as and when required.
- development of software to specification utilizing C#3.5/WPF and Silverlight 3.0/WCF, SSRS 2008.
- development of dual platform database backend in Oracle 8i moving to 11g and MSSQL 2008 database backend.
- development of custom workflow using MS Workflow Foundation.
- mentoring of junior/new employees when required.
- liaising, where necessary, with customers during the acceptance\review process.

May 2004 - Sept 2005 Software Engineer (moving to Lead Software Engineer), Rio Project - CSE Servelec

At CSE-Servelec, I worked as a member of team on all aspects of the development life cycle from conception through to delivery. The team was responsible for developing the IMP (Information Management Portal) for the MWCS (Mental Welfare Commission for Scotland) that was based on one of the CSE-Servelec's core products 'Rio'. The primary aim of developing the IMP system was to automatically validate incoming MHA (Mental Health Act) forms received in relation to existing/new service user's (patient) against the new Scottish Mental Health Act (2003). The IMP system was also developed to replace the current paper based records system and any manual processes involved therein.

Key roles/responsibilities:

- producing technical documentation when required.
- development of software to specification utilizing VB6.3, ASP2.0, VC++6.0, MSSQL 2000, XML and XSLT.
- production of SRS document based on contractual requirements.
- onsite presence during customer acceptance process to troubleshoot/triage when defects were encountered.

Jun 2001 - May 2004 Software Developer, Learning Environment (LE) / SkillsFolio Project – FD Learning (was a member of the Tribal Group PLC),

At FD Learning I worked as a member of team responsible for developing a product named 'Skillsfolio'. The product allows tracking of National Vocational Qualification (NVQ) candidates' progress. Skillsfolio was developed as an offline laptop/desktop application with synchronisation capabilities to its online web counterpart. A requirement for this project was that all software be written to use the .NET framework (v1.1).

Key roles/responsibilities:

- develop software to specification in ASP.Net 1.1/C#1.0/1.1, HTML4, CSS with an PL/SQL SQL Server 2000 database backend.
- liaising with project manager – detailing progress.

- involved in module level estimation and feasibility studies.
- co-ordinating temporary employees that were tasked with populating the finished product with data.

Aug 1999 – Sept 2000

**Trainee Software Developer - placement year/industrial experience,
ebs Agent/Advance Project - Fretwell-Downing Education**

During my placement year, I worked closely with other team members to produce a multi-tiered web based product named 'EBS Agent'. The product was designed to provide central administrative and registration facilities to college staff and tutors. The concepts, techniques and technologies I was exposed to during the development process allowed me to return to my academic commitments with confidence and a breadth of knowledge of new and emerging technologies.

Key roles/responsibilities:

- develop software to specification in VB6.0/COM+ and Active Server Pages (ASP2.0). HTML4, CSS with an Oracle database backend.
- deployment of software via MTS to development/test environment.
- maintenance of Installshield based installation software.

Qualifications

2010	Scrum Master Plus Class	Certified Scrum Master
1997 - 2001	Sheffield Hallam University B.Sc. (Hons) Software Engineering.	Overall second-class Honours (1st Division) - 2:1.
1996 - 1997	Sheffield Hallam University B.Sc. (Hons) Computing and Management Sciences. Foundation Year.	Overall 82%.
1994 - 1995	North Derbyshire Tertiary College, Clowne BTec First Diploma in Information Technology Apps.	Distinction.
1993 - 1993	Nadeta Training Services, Brimington.	NVQ Level 2 in Electronic Manufacture.
1987 - 1992	Eckington School, Eckington.	8 GCSE passes inc. Maths, English and Science.