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Education

**MSc Informatics** *[Computer Science]* (Distinction) - Kingston University (2011-2013)

**MA Applied Linguistics** (Attained) - University of Nottingham (2004-2005)

**BA English Studies** (2:1) – University of Nottingham (2001-2004)

Employment

Peninsula Business Services (10/2018 – current) Junior Full Stack Developer (Finance / Full Stack - C#, Angular, SQL Server).

Responsible for UI (Angular / Typescript in Visual Studio Code), API (C#) and DB (SQL) updates to principle business tools for delivering finance systems (mainly insurance policies) across all companies within the group.

• Full stack development of cross-project administration hub for managing cross-system settings for Finance systems (Angular / C# WebAPI / SQL backend).

• Development using Agile and TDD practices (unit testing in NUnit/Moq, feature testing with LightBDD).

• Continuous Integration and deployment of finance systems using (Jenkins, Git, VSTS, Powershell, Windows Batch).

• Analysis and implementation of bugfixes for Policy and API systems in C#.

• Use of NodeJS, Powershell and Windows Batch processes to automate deployment and testing.

Peninsula Business Services (03/2018 – 10/2018) Junior Developer (Salesforce / SQL).

Placed with Salesforce team to lead on data migration project of an acquisition (SAP to Salesforce via SQL)

• Developed a Salesforce logging application used across 3 companies Salesforce Orgs to monitor declarative (flow and process) and code-based system failures (asynchronous and synchronous logging).

• Actioned migration plan for ~7 million records from an undocumented SAP system to an in-use, shared Salesforce org via SQL Server/SSIS, with a significantly different object and domain model (e.g. multiple account-level objects transformed into single object).

• Part of the data migration project involved a cross-disciplinary team from Finance, Salesforce, SQL development and leadership resolving post-migration queries; in this, I acted as the data subject matter expert.

Peninsula Business Services (09/2017 – 03/2018) Graduate Developer

As my school-based data analysis position became more senior, I became aware of the limitations of my role and wanted to explore other avenues for supporting educational systems on a larger scale. I changed career to software development and programming to develop skills that allow me to solve problems on a more significant scale.

This initial role was a rotation between 5 software development teams; Business Systems, Quality Assurance, Business Analysis, SharePoint and Salesforce.

• Worked with Business Systems on raising C# NUnit test coverage and e2e automation with Protractor, Karma and Jasmine (Javascript test frameworks). Use of Selenium for C# UI tests.

• Worked with Salesforce to develop GDPR request processing using a self-developed, recursive reflection library in Apex (Java derivative DSL) to handle varying object specifications within cloud processing limits.

• Worked with business analysts to create dynamic reporting of Agile processes across all teams (e.g. burndown, bug tracking and work-in-progress tracking), as well as using TFS / VSTS to report and track work items on a day-to-day basis as part of an Agile workflow.

• Worked with SharePoint on BLOB storage for document management.

• Adapted existing unit testing in NUnit to report on code coverage across paths, with cyclomatic complexity, using OpenCover and batch processing as part of build processes.

The Barlow RC High School (09/2016 – 09/2017) Data and Assessment Manager

Manage school data systems for staff and student data. Support wider staff body with data literacy and training.

• Completely replaced critical assessment data analysis systems on MIS within first half term to account for lack of existing systems. This allowed all staff to see the achievement of each student, at all times.

Parliament Hill School (01/2014 – 08/2016) School Performance Data Manager (and concurrent uplifted senior leadership role as Lead School Business Manager from 06/2014)

Managed MIS for staff and student data. Support wider staff body with data literacy, office skills and training. Legal responsibility for DPA/FOI compliance. Member of senior leadership team reporting to the Headteacher, with line management of Finance Manager, HR Manager, Admin & Governance Manager, Cover Manager and Data Assistant.

• Responsibility for MIS data management, including designing report outputs such as compliance returns (driving the majority of school funding) and responsibility for tracking of student data using MIS and bespoke solutions.

• Frequent presentation of both printed and live data to top-level colleagues and governors, such as explaining statistical significance to leaders reviewing examinations analysis.

• Further involvement in strategic planning, including introducing a risk management heatmap to the yearly development plan and a successful audit of Finance, HR and Data, as well as a staffing analysis of non-teaching staff in the lead up to a restructure and the use of automated MIS reporting tools to reduce workload at all levels.

• Design & delivery of a 4-session management training programme to non-teaching managers, covering vision, alignment to school plans, operational planning, and evaluation of performance using KPIs.

• Outreach acting as a trainer for a local ‘requires improvement’ school, developing their data management practices.

Grey Court School (10/2012 – 01/2014) Director of Data Analysis

Member of senior management team. Management of Data Officer (parental reporting & assessment). Timetabling, assessment analysis, and ad-hoc analysis as determined by the head teacher.

• Appointment to the senior management team led to breadth of leadership opportunities, including creating a project implementation plan for the introduction of a 6th form and a risk register heatmap.

• Development of an internal data dashboard for the leadership group, drawing in both time series and static national figures.

Grey Court School (01/2010 – 10/2012) Academic Data and Web Master

Management of school academic database (assessment, reporting and data transformation). Support wider staff body with office skills and training. Periodic invitee to SLT meetings to report on student progress metrics.

• Implementation of the academic timetable, including analysis of staffing requirements, scheduling and adjustment of staff allocations in response to changing conditions. My use of MS Project resulted in a timetable delivered two weeks ahead of schedule that met all of the essential stated needs.

• Advised the Local Authority data team regarding admissions data, troubleshooting and streamlining their admission data format to make the data more easily imported into local schools.

• Management of school website (bespoke CMS) and development of custom JS functionality.

Professional Qualifications & Other Memberships

Grey Court School (06/2011 – 01/2014) Non-Teaching Staff Governor and Academy Director

CIW (Certified Internet Webmaster) and ECDL (European Computer Driving Licence)

Microsoft Certified Educator

Text Analysis

During my first Masters, I focused on Corpus Analysis (large-scale text analysis using computer systems and descriptive grammars). My dissertation reviewed the state of the art in text analysis software (word-level analysis) at the time using CANCODE (Cambridge and Nottingham Corpus of Discourse in English) and a self-collected dataset of informal discourse, and implemented custom word-level text processing across various definitions of word lemmas.

Communication

My previous secondary data and leadership positions required me to employ a range of speaking, presentation and training skills at both small and a whole staff level; including presentation and demonstration to school leadership, governors, teaching staff and lead OFSTED inspectors.

I have performed outreach work, including supporting the data manager at a nearby ‘Requires Improvement’ school with a high proportion of disadvantaged students. This included presenting to the governing body of that school on how they could track student progress using transition matrices, and on the role of the data manager.

I have presented to moderate (50+) audiences on schools’ data, and received highly positive feedback from programming/business analysis colleagues for my ability to present and train.

Data Management & Analysis

Implementation of whole-school student progress tracking. My previous school’s usage of data was described by OFSTED as ‘reliable’, and inspectors noted that ‘improvement strategies emanate from accurate self-evaluation and systematic monitoring of progress’; systems that I designed and implemented in our MIS. I have also presented at the Capita SIMS national partnership conference on the use of data and systems to support the restructuring of non-teaching staff provision.

Measurement of school and national policies, such as the impact of new KS4 accountability measures, on whole school areas ranging from timetabling and curriculum implications to in-year internal assessment.

ICT, IT and Computing

MSc Informatics developed research skills and software development methodology. Projects included collaborative website development and a summary of the current state of data visualisation approaches and techniques. I also experimented with HTML5, CSS and jQuery to develop a local dashboard-style directory of school information, with toggleable colour-coding to indicate the status of the area.

My MSc dissertation, “Proof of Concept for an Adaptable Analysis System for UK Secondary School Education”, built upon my Corporate Data & database Management module, using the Microsoft Scaling Framework and Google App Engine (Python) to demonstrate how assessment analysis could be handled rapidly between schools at scale while still responding to rapid changes in national compliance requirements.

Knowledge of Microsoft Office suite (2003 – 2016 inclusive) to an extensive (and in some cases certified) level, including use of Word for referenced academic writing, reverse-engineering the Ofsted Inspection Dashboard in Excel, tracking emails through VBA in Outlook, and the use of Visual Basic for Applications (VBA) code to create an assessment analysis application.

I have broad experience with a wide variety of software – from SPSS to text analysis tools – often self-taught at short notice to meet specific needs as data manager of a small school. This includes proprietary and open source software, for academic, personal and professional purposes, as well as designing stationary for my wedding on Photoshop.

**Educational Context**

I have worked in three London comprehensive schools for the last 10 years, as well as a school in Stockport. In that time I have led on and experienced a wide range of educational support roles, including cover supervision of ICT, D&T and English lessons and non-teaching leadership positions across premises, HR and data analysis.

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| A digital version of this CV, with a more extensive list of technologies that  I have experience with, can be found on my LinkedIn profile at <http://uk.linkedin.com/in/frackham>  (also accessible by the QR code adjacent) | linked in QR code  [LinkedIn](http://uk.linkedin.com/home?trk=hb_logo) |