

Gavin Cockrem

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Lead Software Engineer | Frontend & UX Expert | 2x BAFTA & Webby Winner

I specialise in crafting high-performance, user-centric applications at the intersection of Engineering and UX. With a passion for building seamless digital experiences, I lead frontend engineering efforts that blend cutting-edge technologies with intuitive design.

As a BAFTA & Webby-winning engineer, I bring a unique perspective to frontend development, ensuring that usability, accessibility, and performance are at the core of every product. I thrive in cross-functional environments, collaborating with designers, product teams, and AI researchers to bridge the gap between complex systems and effortless user experiences.

Technical Expertise

Frontend & UI Development

- **Languages & Frameworks:** JavaScript (ES6+), TypeScript, React, Next.js, Angular, Electron
- **State Management:** Redux, Zustand, React Query
- **Styling & UI Libraries:** Tailwind CSS, Styled Components, Material UI

UX, Performance & Accessibility

- **Design & Usability:** Figma, Storybook, User-Centered Design, A/B Testing
- **Performance Optimisation:** Core Web Vitals, Lighthouse Audits, WebAssembly
- **Accessibility:** WCAG, ARIA, Inclusive Design

SaaS Engineering

- **Integration:** RESTful APIs, GraphQL, WebSockets
- **Scalability & Architecture:** Micro-frontends, Edge Computing, Serverless

Tooling & DevOps

- **Build & Deployment:** Webpack, Vite, ESLint, prettier
- **CI/CD & Hosting:** GitHub Actions, Azure DevOps, Bitbucket, Docker

Leadership & Impact

- **Bridging Engineering & UX:** I ensure seamless collaboration between developers and designers, translating complex features into intuitive interfaces.
- **Mentorship & Team Growth:** I mentor engineers, upskilling them in modern frontend best practices, performance tuning, and accessibility.
- **Voluntary Leadership Mentoring:** I dedicate time to voluntary mentoring, guiding future leaders in tech and nurturing their leadership and technical growth.
- **Scalable & Future-Proof Solutions:** I drive the adoption of modular, scalable architectures, ensuring long-term maintainability and innovation.

Professional Qualifications

AWS Certified Developer Associate - Valid until May 2024 - 916/1000 pass score

Education

Swansea Institute of HE (now University of Wales Trinity Saint David) – BSc Multimedia - 2:1

Experience

Lead Software Engineer – *MindTech (Jan 2023 – Present)*

- Engineered a cutting-edge data visualisation platform, enabling ML engineers to uncover data gaps and optimise model training.
- Transformed an interactive prototype into a production-ready application, delivering a scalable and performant solution.
- Architected a Docker-based deployment system, streamlining application delivery and enhancing operational efficiency.
- Established agile best practices for a newly formed team, implementing Scrum methodologies and CI/CD pipelines to accelerate development cycles.

Lead Software Engineer – *Evergreen Life (Nov 2021 – Jan 2023)*

- Contributed across multiple projects, from greenfield initiatives to feature enhancements for mobile apps and APIs.
- Collaborated with stakeholders to define technical requirements, ensuring seamless alignment with business objectives.
- Drove agile adoption by actively leading sprint planning, story grooming, and retrospectives, fostering a high-performing team culture.

Software Engineer – *Cloud Gateway (Apr 2020 – Oct 2021)*

- Modernised a legacy web application by integrating strict typing and NgRx, improving maintainability and scalability.
- Developed a cloud-native, serverless infrastructure, leveraging AWS services to enhance system resilience.
- Built a robust CI/CD pipeline in collaboration with the DevOps team, accelerating deployment efficiency.
- Engineered features across both Angular front-end and Node.js APIs, delivering a seamless user experience.

Lead Software Developer – *GWD (Sept 2019 – Mar 2020)*

- Partnered with the CEO to define and execute a technical strategy, aligning technology with business growth.
- Refactored and modernised existing projects, significantly reducing technical debt and improving maintainability.

Developer Team Lead – *Joi Polloi (Sept 2015 – Sept 2019)*

- Led the expansion of the development team from 2 to 8, scaling capabilities and improving project delivery.
- Delivered award-winning projects, securing 2 BAFTAs, a Webby, multiple RTS Yorkshire awards, and an Emmy nomination.
- Directed technical strategy, ensuring high-quality development practices and output.
- Partnered with Sales & Management to shape company and team direction.
- Managed up to 10 developers, overseeing performance reviews, appraisals, and professional growth.
- Introduced standardised coding styles, rigorous code reviews, and unified project templates.
- Implemented CI/CD pipelines from Bitbucket/GitLab to AWS (S3, EC2, Lambda), optimizing deployment workflows.

Developer – *RCKT / Joi Polloi (Jun 2013 – Sept 2015)*

Freelance Developer – gavinlc.co.uk / Contractor (Jan 2008 – Jun 2013)

Developer – *theWorkshop (Dec 2005 – Dec 2007)*

3D Visualiser / Multimedia Developer – *The Juice (Jan 2005 – Nov 2005)*

Multimedia Developer – *The White Agency (Nov 2003 – Dec 2004)*

Developer & 3D Artist – *SRD (2001 – Nov 2003)*