Joseph Earl

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Values

Through 12 years of professional experience in software delivery and leadership roles, I have found that good software is delivered through close customer collaboration and a happy workforce. Guided by the Lean and Agile philosophies, I continuously seek opportunities to learn and improve. My commitment to continuous improvement and respect for people fosters an environment that fuels innovation, collaboration, and growth. I firmly believe that empathy towards customers is essential for all team members, as is the ability to respond quickly to their demands through practices like DevOps and continuous deployment.

Experience

2022-2023 Principal Technical Consultant @Waracle
Strategy and innovation for some of the UK's most pioneering clean tech startups and largest financial services and energy providers.
Responsible for: Helping to grow account relationships, developing the brand as a leader in thought leadership, leading consulting engagements, supporting sales & pre-sales.

2016-2022 Lead Technical Consultant @Thoughtworks
Large scale technology modernisation, capability development and digital product development for some of UK's leading groceries, mobility, legal and business solutions brands.
Responsible for: Leading teams, performance reviews and coaching, technical architecture and stack, operations. Hands-on.

2015-2016 Chief Technology Officer @Lenio
Keeping the spirit of giving spare change to charities alive in a digital and cashless society by automatically rounding-up purchases through banking integrations.
Responsible for: Hiring and managing technology staff, delivering investment prototypes. Hands-on.

2012-2015 Head of Mobile @Powa Technologies
Delivering innovative omni-channel retail experiences and mobile payment solutions for customers and businesses.
Responsible for: Hiring and managing multiple mobile teams, providing mobile development, testing and release capabilities across iOS & Android. Hands-on.

2011-2012 Android Developer @BirdGuides
Building the next generation of apps for bird watchers.
Responsible for: Developing & releasing Android apps. Hands-on.

Skills

Management & Leadership	Practices & Techniques	Technology
People first 121s Coaching & mentoring Wellbeing & culture Performance reviews Interviews DevEx **Lean management** OKRs Engineering management Lean product management Team modelling & financial forecasting Job requirements **Technical leadership** Technical strategy Solution selection Presentations	**Customer focused** Product engineering Customer support Incidents, On call Analytics, Metrics, KPIs **Shifting left** TDD, TBD, Pair programming DevSecOps, FinOps Separation of deployment & release, Feature toggles Testing in production **Continuous delivery** CI/CD Continuous deployments Infrastructure as code Compliance as code GitOps **Agile** Inception, Discovery, Planning, Retrospectives, Standups Event storming Lightweight threat modelling	**Generalist** Java, TypeScript, C#, Kotlin, Swift, Scala, Bash, Willing to learn **Full stack** Backend, Spring, Quarkus, Express, ASP.NET Core Responsive Web, React, Next.js, HTML5 Mobile, iOS, Android **Evolutionary architecture** DDD, Micro services, Micro Frontends, Mobile Micro Features, Serverless, Messaging, Stream processing ADRs **Cloud platforms** AWS, Kubernetes, OpenShift, Docker, Lambda **Operations** Production deployments Monitoring & alerting Blameless post-mortems Operational excellence

Books that have influenced my thinking

Managing for Happiness, Leaders Eat Last, Superteams, Lean Enterprise, Accelerate, Project to Product, Team Topologies, The Phoenix Project, The Goal, QED

Education

2006-2010 2:1 MSci Theoretical Physics @Imperial College London
Studying the universe and gravity with computational methods.

References available upon request