James Condron
Engineering Manager

South Yorkshire, United Kingdom
https://github.com/jspc   https://jspc.pw

Specialities

- Technical Leadership
- Delivery Management
- golang

- Coaching
- Stakeholder Engagement
- python

- Agile Methodologies
- Solutions Architecture
- Reliability Engineering

About me

A Software Engineering specialist working across a spectrum of companies, industries, and teams, I have predominantly spent my career building SaaS platforms, both internally and client facing, with a focus on Developer Experience principles.

As an Engineering Manager I bring a wealth of experience in building and promoting a culture of engineering excellence through data-driven people management, actionable goal setting through meaningful 1-to-1s, and delivery and capacity management; all through the nurturing of talent through a DE&I lens.

I Specialise in:

- Building and scaling up teams

  - Introducing data-driven, rubric based recruitment processes
  - Building career ladders introducing clear, goal driven promotion paths
  - Ensuring engineers have clear professional goals, increasing engagement and reducing attrition and turnover
  - Continually assessing team culture, ensuring cultures grow, adapt, and reflect the values of the people within a team

- Hands-on technical leadership

  - Leading and enabling architecture/ whiteboard sessions
  - Incident management and troubleshooting, using skills gained from my time running NOCs in datacentres
  - Using my years as an engineer to bring credibility as an Engineering Manager

- Agile methodologies, delivery management

  - Over a decade working within Scrum
  - Applying Kanban methodologies into Platform teams, which typically eschew such oversight
  - Maintaining delivery and capacity plans

Programming

- Golang to a high level: https://github.com/vinyl-linux/vin

- Bash to a high level: https://github.com/jspc/homedir

- LaTeX to a high level: https://github.com/jspc/cv

- Python to a comfortable standard https://github.com/jspc/article-classifier

- Rust to a comfortable standard https://github.com/jspc/SeoulOS

Projects

2022 - 2023   **Kaluza Gender Equality Community**   Kaluza - a Green Energy PaaS
The Kaluza GEC exist within the wider Kaluza DE&I space to provide advocacy for people across the gender spectrum at Kaluza. Our accomplishments include getting parity between Paternity and Maternity leave, providing environmentally friendly period products, and launching Ask Ada - an anonymous service for colleagues to ask DE&I related questions and seek advice on matters.

Portfolio

2021   **SeoulOS**   https://github.com/jspc/seoulos
SeoulOS is a micro-kernel research project written in rust. It aims to be a proof-of-concept for running standard workloads on clusters of commodity hardware

2020-   **Vinyl Linux**   https://github.com/vinyl-linux
Vinyl Linux is a Linux distribution centred around `vin`, a super-fast package manager written as a client/server pair in golang, and `vinyl linux-utils`, a busybox-alike set of standard tools, also written in golang. Vinyl Linux can parse and install `apk` packages from Alpine Linux

2016, 2019-2023   **This CV**   https://github.com/jspc/cv
My CV is written in LaTeX, and is built and deployed via Github Actions and published to https://jspc.pw/cv.html

2018   **go-lo**   https://github.com/go-lo/go-lo
A distributed load-testing platform, written in golang. `go-lo` is designed to run consistent, low-overhead load-tests. These load-tests are self contained golang apps which expose a control plane over gRPC and output results to `STDOUT` which are then forwarded into the TICK stack.

Employment

January 2023 - May 2023	**Kaluza - a Green Energy PaaS**	Software Engineering Manager - Event Streaming Platform

Management of a small team of Scala engineers building high performance streaming software. Engagement on this team was low when I joined; most of the team hadn't seen a promotion for several years. By setting up a goal-framing framework and encouraging the team to join squad/ company level initiatives, all IC level engineers on the team made it onto the promotion path. This increased the number of initiatives the team delivered, and increased engagement scores on surveys done with Peakon.

January 2023 - May 2023	**Kaluza - a Green Energy PaaS**	Software Engineering Manager - Data and Analytics Platform

Merge of the previous Analytics Platform with another (Data Warehousing) team, setting capacity and delivery plans and building programmes and processes to upskill Data Analysts to become Analytics Engineers competent in Scala. Management of the team through a re-architecture of the platform, while delivering initiatives on time and under-budget.

August 2022 - January 2023	**Kaluza - a Green Energy PaaS**	Software Engineering Manager - Analytics Platform

Genesis of a Data and Analytics Engineering Team, building out a Data Platform. Breaking silos between Data Engineers and Analysts to build T-shaped engineers.

March 2022 - January 2023	**Kaluza - a Green Energy PaaS**	Software Engineering Manager - Developer Experience

Management of a high-performance software team, including line management, goal setting, career and personal improvement, and mission/vision work. Internal stakeholder relations, product management, user research. During my time on this team I grew headcount from three to eight people, taking two engineers through promotions and bringing in early talent.

July 2021 - September 2021	**Databank, a Korean Edtech Startup**	Engineering Manager

Line management and architectural oversight of a team of developers in Seoul, until my work permit ran out. Migration away from a frontend/backend developer silo model into a more cohesive engineering team mentality. Expansion of agile methodologies within the team, including the adoption of kanban, including tshirt sizing and BDD. Bridging the gap between engineering and Customer Support (CS) through the hiring of Application Support engineers. Architectural mentorship of software engineers, and wider technical mentorship of non-engineering staff.

December 2019 - August 2020	**Scratch Financial, a Fintech Startup**	Consultant Cloud Architect

Ownership of internal platform services, leading the design, implementation, and training for the re-platforming of Scratchpay.com. First line 1-to-1s for operations team. Budgeting and cost optimisation of processes and tooling, with an emphasis on self-service platforms and open-source tooling.

Employment, continued

October 2018 - August 2019 **The Culture Trip, an Online Travel Startup** Site Reliability Engineering Manager
Leading engineers and squads, between a London team and a Tel Aviv team, towards thinking of Supportability first for products. Within this I spent roughly half of my time producing materials, with developer stakeholders, around training and policy for supporting products in production, and the other half developing vendor relationships. I trained, ran, and managed the Incident Management group with a focus on skilling-up team members. I doubled the size of the reliability team with both external recruitment, and by offering junior members of the team opportunities to train and learn on the job, all within two months.

February 2017 - October 2018 **Beamly Ltd., a Marketing Startup** Principal Engineer, Platform Lead
Design, ownership, and management of the award-winning Beamly Fragrance Finder platform, an AI driven chatbot which mapped user-profiles, personality questions, and decades worth of customer knowledge to purchasing recommendations; this team was massively behind-deadline and close to being over-budget when I was brought on to manage it. Through aggressive hiring, stakeholder management, and a general re-architecture of the platform, I brought it in on-time, under-budget, and was able to work alongside the sales team to restore trust to the product, making money for the company. I also grew the Platform Engineering team to 15 people, provided technical leadership through coaching and training, and running 1-to-1s, performance reviews, and promotion applications while supporting NodeJS, Scala, and Golang applications in production..

April 2016 - November 2016 **Financial Times, one of the World's largest newspapers** Contract Integration Engineer
To architect, develop and rollout the FT's new flagship video platform, including custom config management tooling, container platform, consul backed routing and API driven monitoring based on shopify's *dashing*, with logs being shipped into Splunk, and deployment artefacts being stored in Nexus.

July 2015 - April 2016 **Financial Times, one of the World's largest newspapers** Contract Integration Engineer; API Technical Lead
To build and maintain a large scale API gateway for internal customers and b2b targets, and the governance thereof; while developing new products, coaching permanent staff toward their personal development goals, and training offshore teams in the management of this gateway.

November 2013 - June 2015 **Funding Circle, a Fintech Startup** Devops Engineer
Green field build out of deployment tooling and testing platform, re-architecture of platform and underlying databases; development of Devops practices and mentoring; editorship of the funding circle tech blog.

June 2013 - November 2013 **Hogarth Worldwide, part of the WPP group** Senior Devops Engineer
Management of large video platform for multinational advertising house, developer of ops tooling and creation and management of API gateway for client; mentorship of junior colleagues.

January 2012 - June 2013 **Simply Business, a Fintech startup** Production Systems Administrator
Development and management of jit tooling platform, ops assistance and tooling to QA teams, development and management of backup and disk management tooling; mentorship and training junior colleagues.

July 2010 - December 2012 **Coreix ltd., an ISP and Datacentre provider** Senior Technician/Lead
Management of pen testing, integration testing of cloud platforms, helped take down k00bface worm; internal tools development and testing.

Education

2017-	**Open university**	Bachelor of Engineering
	OU distance course	
2009	**University of Huddersfield**	BA, Secure and Forensic Computing
	Two years credits to a degree, no longer being pursued	