

James Condron

Engineering Manager

<https://github.com/jspc>

<https://jspc.pw>

United Kingdom

*The master version of this file is at <https://github.com/jspc/cv>
And this PDF may be found at <https://github.com/jspc/cv/releases/tag/4.2.0>*

Specialities

- Linux
- golang
- Technical Leadership
- Kubernetes and Helm
- APM (DataDog, New Relic)
- Coaching
- Reliability Engineering
- Solutions and Systems Architecture
- Agile Methodologies

About me

A DevOps specialist working within a mix of startup, scaleup, and well-established environments, I have spent the majority of my career working across teams, geographically or by responsibility, solving the scaling and performance of both teams and systems in large scale production environments. While my career has been largely split between Publishing and Finance, I have spent almost all of it in building SaaS platforms for both internal teams and external customers.

I've a proven track record in applying Developer Experience (DX) principles; specifically around open communication, data-driven development, and agile practices. I'm passionate about creating effective people-focused engineering organisations through coaching, nurturing, and constant feedback.

I Specialise in

- Linux engineering and administration
- Reliability Engineering
- Distributed Systems design and implementation, including breaking up monoliths
- Technical Team Coaching and Mentor-ship
- Community and Development Engagement (FOSS and within teams)
- Building and maintaining stakeholder confidence
- Building and nurturing technical teams using Servant-Leadership principals
- Message queuing/ brokering with kafka, rabbitmq, Omq

Management

- Building and scaling up teams
 - Introducing data-driven, rubric based recruitment processes
 - Building career ladders introducing clear, goal driven promotion paths
 - Managing recruitment and training partnerships
- Hands-on technical leadership
 - Attending and speaking at meetups, to keep current

- Picking up features and code-reviews in crunch times
- I am a very accomplished technical architect
- Agile methodologies and practices
 - Over a decade working within Scrum
 - Applying Kanban methodologies into Platform teams, which typically eschew such oversight

Systems

- Linux to an extremely high level
 - containerisation and virtualisation
 - kernel call tracing
 - process, open file tracing
 - security and management
 - architecture and design

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>

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
2020-2022	Vinyl Linux https://github.com/vinyl-linux Vinyl Linux is a Linux distribution centred around <code>vin</code> , a super-fast package manager written as a client/server pair in golang, and <code>vinyl linux-utils</code> , a busybox-alike set of standard tools, also written in golang. Vinyl Linux can parse and install apk packages from Alpine Linux
2016, 2019-2022	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. <code>go-lo</code> 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.
2017	gincorp/gin https://github.com/gincorp/gin A distributed workflow engine, written in golang, which uses rabbitmq as a job broker
2016	Snooper Trooper https://github.com/jspc/snooper-trooper Builds and deploys a docker OpenVPN and tor based gateway in digital ocean utilising ansible to deploy an instance with some cloud-config which runs containers on coreos. Designed to be used alongside https://github.com/jspc/privacy-dockerfiles in order to help secure and anonymise network traffic.

Employment

February 2022 -	Kaluza - a Green Energy PaaS Software Engineering Manager - Developer Experience and Analytical Platform Management of two platform teams (one software focussed, the other data engineering focussed), including line management, goal setting, career and personal improvement, and mission/vision work. Internal stakeholder relations, vendor management.
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 front-end/backend developer silo model into a more cohesive engineering team mentality. Expansion of agile methodologies within the team, including the adoption of kanban, including t-shirt 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.
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 <i>dashing</i> , with logs being shipped into Splunk, and deployment artefacts being stored in Nexus.

Employment, continued

July 2015 - April 2016	Financial Times, one of the World's largest newspapers 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.	Contract
November 2013 - June 2015	Funding Circle, a Fintech Startup 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.	Devops Engineer
June 2013 - November 2013	Hogarth Worldwide, part of the WPP group 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.	Senior Devops Engineer
January 2012 - June 2013	Simply Business, a Fintech startup 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.	Production Systems Administrator
July 2010 - December 2012	Coreix Ltd., an ISP and Datacenter provider Management of pen testing, integration testing of cloud platforms, helped take down k00bface worm; internal tools development and testing.	Senior Technician/Lead

Education

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