

# PAULJEFFREYS

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## SUMMARY

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Adept at requirement gathering and empathetic management, I spearheaded diverse teams at Homes.com, enhancing project success through collaboration and technical prowess in ReactJS and Javascript. My leadership significantly improved site performance and team efficiency, showcasing my commitment to excellence and interpersonal skills.

## EXPERIENCE

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### *Costar Group Inc., Team Lead/Software Developer*

*Mar 2021 - Feb 2025*

Collaborated closely with Senior Management, managers, other Team Leads, and senior developers on requirements and timelines for projects, ensuring timely and successful project delivery

Conducted performance reviews and performance enhancement reviews on team members, fostering professional growth and improving team efficiency

Monitored site performance during updates, maintaining site speed and optimizing user experience

Constantly worked with Product & Design to improve UI/UX and regularly suggested improvements.

Languages: ReactJS, SCSS, HTML, CSS, Express, T-SQL

### *Homes.com, Team Lead/Development Manager*

*Jun 2016 - Mar 2021*

Planned, managed and hands-on coded a rebuild of Homes.com's Detail pages, Search Results pages and Homepage to streamline load and performance metrics, resulting in Google scores going from 27%, 43% and 57% respectively to 98%, 97% and 100% respectively.

Worked with Product, Design, Company Senior Leadership and other stakeholder to improve UI/UX and implemented improvements which resulted in the bounce rate of users going down by 40% and user engagement and retention going up by 30%.

Led a blended team of 8 Front End Developers and 6 Mobile App Developers, achieving project success by collaborating closely with Product Managers and stakeholders.

Successfully managed both teams remotely during the COVID lockdown, ensuring timely delivery and maintaining high-quality standards.

Languages: AngularJS, SvelteJS, ReactJS, SCSS, HTML, CSS, NodeJS

### *Homes.com, Front End Developer*

*Jun 2014 - Jun 2016*

Enhanced the Homes.com website's load speed and design, resulting in a 25% increase in user satisfaction by optimizing front-end performance using ReactJS and JavaScript.

Designed and implemented new layouts to achieve usability and performance objectives, boosting site performance by 50% through collaboration with Product & Design teams.

Gathered and translated stakeholder requirements into product stories and actionable tasks, ensuring timely project delivery and high-quality standards within Agile methodologies.

Languages: AngularJS, ReactJS, SCSS, HTML, CSS, NodeJS, ColdFusion

### *Realise Ltd, Front End Developer*

*May 2000 - Nov 2013*

Brought mock-ups to life with HTML, CSS and JavaScript

Applied innovative approaches to software design through creative inception and planning

Created documentation for new applications to support end-users

Developed site content and graphic by coordinating with copywriters and graphic artists

Managed online experiential content for product launches, design changes and promotions

Redesigned sites to enhance navigation and improve visual appeal

Implemented improvements to boost site performance

Languages: HTML, CSS, Javascript, DHTML, XHTML, ActionScript

## EDUCATION

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*Abertay University*

*Bachelor of Science • Quantity Surveying • Oct 1992 - Nov 1995*

## **SKILLS**

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Requirement Gathering • Teamwork • Collaboration • Empathetic Management • Interpersonal Skills • Attention to Detail • Highly Professional • Hard Working • Verbal and Written Communication