Ray Cashmore

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Product engineer, designer, and leader

Engineering leader working at the intersection of technology, design, and product. Extensive experience leading ambitious teams in varied domains including generative AI and financial trading. Skilled in growing people, improving processes, hands-on coding, and driving organisational outcomes.

HERE (OpenFin): Solutions Engineer Jul 2024 – Present

Driving adoption of the HERE Enterprise Browser across the Asia-Pacific region, bridging product, engineering, and customer success to deliver successful implementations.

- Forward Deployed Engineer for a forthcoming, groundbreaking desktop platform at a major Australian institution, requiring on-site, hands-on React and TypeScript engineering
- Working closely with customer development teams to increase adoption and understanding of the platform SDK
- Advising senior executives on industry trends to shape their desktop modernisation strategy

Leonardo.AI: Senior Software Engineer Jan 2024 – Jul 2024

Software engineering and thought leadership at Australia's leading hyper-growth AI startup.

- Led the build of the flagship Image Generation v2 interface and contributed to key features like the Universal Upscaler during a pivotal growth phase just prior to acquisition by Canva
- Built with Next.js, React, XState, GraphQL, and rapidly evolving AI image generation models
- Improved delivery cadence, contributed to extensive hiring, and coached the team on scale-up best practices

Yieldbroker: Head of UI / UX Jan 2020 – Sep 2023

Led discovery, delivery, and UX design of a high-performance financial trading platform, combining hands-on software engineering, UX design, and people management to transform organisational effectiveness.

Engineering management:

- Chapter lead and manager for all UI engineers: hiring, mentoring, coaching
- Worked closely with the CTO on organisational design for six teams (35+ developers)
- Led agile adoption and a shift to product-led thinking; mentored BAs transitioning to PM roles

Software engineering:

- Direct involvement in development of real-time, high-performance trading platform
- Technical leadership: code reviews, tooling, architectural direction
- Developed front-end engineering strategy to migrate from legacy to modern architecture

UX design:

- Established and led UX design practice: rapid prototypes, high-fidelity designs, stakeholder workshops, user testing
- Created and maintained the design system in Figma and in code
- Re-developed public-facing website

Lab49: Senior Software Engineer Mar 2010 – Dec 2019

Consulted for leading financial institutions on innovative projects. Specialised in high-performance UI for financial trading apps - streaming data, data grids, visualisations - with strict compliance and security constraints.

UBS
- Front-end developer on the Fixed Income team for UBS Neo single dealer platform
- Contributed to trade execution tickets and real-time blotter components

Morgan Stanley
- UI tech lead on the Matrix platform
- Oversaw expansion of content and research features that became key to the platform's success

Commonwealth Bank
- Commodities trading: Led multi-year build of new metals trading platform
- Sales dealer dashboard: Developed rich UI for modelling complex financial scenarios
- Client onboarding: Built new onboarding interface to comply with strict regulations
- Compliance: Regulatory activity tracing system

National Australia Bank
- Lead JavaScript developer on real-time foreign exchange trading platform
- Collaborated across time zones in a large, distributed engineering effort

Early career highlights

Adobe Consulting: Built exclusive social network for the World Economic Forum
Razorfish, R/GA, Cimex: Freelance roles at London's top digital agencies
Doof: Early employee at hyper-growth online gaming startup
Catalyst Interactive, Learning Curve, Nortia Technologies: E-Learning developer
Art Direction: Highly creative design agency

Education

Bachelor of Information Technology (minor in Marketing), University of Canberra

Senior Secondary Certificate (High School) Marist College

Skills

Software engineering

Front-end: TypeScript, React, Next.js, TanStack, XState, Angular, RxJS, Storybook, SvelteKit, Tailwind
Back-end: Node, Deno, Docker, tRPC, Drizzle, REST, NestJS, GraphQL, Postgres, PayloadCMS
Mobile: React Native, Expo
Automated Testing: Cypress, Puppeteer, Cucumber, Playwright, Selenium
Cloud: AWS, Vercel, Clerk, Railway, Convex
AI: MCP, n8n, whisper, Ollama, Claude Code, Gemini CLI, V0, Bolt, Lovable (+more)

Engineering management

Hiring, mentoring, code reviews, DORA metrics, Team Topologies, flow metrics, continuous delivery, Scrum, Lean/Kanban, product roadmaps, requirements gathering, OKRs, stakeholder collaboration

User experience design

Discovery: Prototyping, journey mapping, personas, one-pagers
Delivery: Interaction design, story mapping, design systems
Tools: Figma, Storybook, Sketch, Zeplin, Axure

Domain knowledge

Capital Markets: Foreign exchange, fixed income, commodities, regulation
Artificial Intelligence: Image generation, developer productivity