

## Personal Profile

A seasoned leader with a passion for excellence, I am committed to building high-performing teams and fostering a culture of continuous improvement. With a solid technical background and a proven track record of delivering business-critical systems, I devise strategic plans that drive growth through operational maturity and cost efficiency. My proactive approach, innovative problem-solving skills, and ability to build strong relationships have been crucial to my success in driving business outcomes. I'm eager to deepen my knowledge and expertise in AI to drive meaningful results for an ambitious company.

## Career History

### Global Director of Data Solutions - Nearform - Mar 25 to Current

A highly accomplished leader in data engineering with over a decade of experience scaling teams, delivering business-critical systems, and enabling data-driven decision-making.

As the Global Director of Data Solutions at Nearform, I shape the global data strategy, defining long-term roadmaps, building coalitions across teams, and ensuring scalable, compliant, and impactful data platforms that drive measurable business value across all regions and markets.

I lead a multidisciplinary team spanning DataOps, Data Engineering, Analyst Engineering, MLOps, and Data Science (AI), focused on solving high-priority business challenges with speed and precision. My work ensures consistency across global platforms while enabling local flexibility, fostering data literacy, and embedding operational maturity into every solution.

Proficient in AWS, Kubernetes, Python, SQL, Databricks, and dbt, I combine deep technical expertise with strategic influence. I align solutions to business goals, optimise operational processes, and foster an innovation pipeline that delivers real-world results. Passionate about AI, innovation, and enabling others, I thrive in high-growth environments where collaboration and continuous improvement are key to success.

#### Highlights:

- Strategic data platform design and delivery
- Coalition building across global teams
- Data governance & compliance
- Operational scaling & process optimisation
- AI & advanced analytics adoption

### Director Data Engineering - Fanduel - Mar 21 to Dec 25

At FanDuel, I lead the strategic direction of our data engineering domain, ensuring that our data pipelines, storage, and processing systems are optimised for efficiency, scalability, and reliability to support analytics, reporting, machine learning, and data-driven decision-making. I oversee a sizable team of data engineers, manage project timelines, and collaborate closely with business stakeholders to ensure alignment between data initiatives and organisational objectives. Driven by a philosophy of continuous improvement, I actively seek opportunities for innovation and enhancement in our processes.

- I have restructured teams and workflows into multi-national, cross-functional units to support hyper-growth, successfully growing the team from **12 to over 110 data engineers**.
- Developed a multi-year, multi-million-dollar strategic plan to define goals, enhance operational efficiencies, and align opportunities with business objectives, leading to a **~25% year-on-year increase in staff**, improved operational efficiency, and increased employee engagement.
- I have redefined the data schema into a four-tier architecture—Landing, Foundation, Core, and Dispatch—to establish a single source of truth for key business entities and streamline analytical processes. This has resulted in a 25% increase in analyst engineering productivity and an estimated **productivity boost of ~\$8-10 million**.
- Collaborated with cross-functional teams to develop recommendation engines, define real-time fraud metrics, and **leverage large language models (LLMs) for automated query generation**, resulting in increased user engagement, improved risk management, and enhanced analyst efficiency across sports and casino recommenders, responsible gambling (RG) and risk materialisations, and analyst query solutions.
- I introduced data mastery principles to foster a culture of data-driven decision-making. I achieved **100% data quality coverage** across three tiers and significantly improved operational maturity.

- Developed and implemented frameworks for incident management, release/change management, and workstream dependency tracking, achieving a **~20% reduction in incidents**, improved project delivery, increased collaboration, and enhanced risk mitigation, leading to a **50% reduction in churn** and significant cost savings, while ensuring **100% SOX compliance** within the data team
- I implemented comprehensive dashboards to monitor key performance indicators, enhancing operational efficiency and regulatory compliance while consistently maximising opportunities to **achieve SLAs of ~95%**.
- Developed and executed a **comprehensive support strategy** featuring a tiered support model, clear operating procedures, and defined KPIs, resulting in a ~20% increase in team productivity, enhanced operational efficiency, improved team performance, and increased customer satisfaction through effective ticket management.
- I implemented stream ingestion into Delta Lake to enable near-real-time data access, reducing data latency and improving decision-making with a **95% increase in data freshness** (from 4 hours to 10 minutes). Additionally, I streamlined and standardised batch ingestion pipelines, enhancing operational efficiency, data quality, and reliability, resulting in an 85% reduction in time to production (from 14 days to 2 days).
- Migrated data transformation processes from traditional Python pipelines to dbt, enhancing efficiency, collaboration, and data quality, resulting in a **~40% improvement in pipeline performance**, faster delivery of insights, significantly reduced data errors, and 100% test coverage for improved data quality.

Leadership Skills: Strategic Planning, Decision Making, Stakeholder Management, Team Leadership & Delegation, Cost Optimisation, Coaching & Mentoring, Project Management, Data Architecture, Data Governance, Data Security

Technical Skills: Apache Airflow, Spark, Flink, Kafka, AWS Redshift, Databricks, Delta Lake, Dbt, Tableau, Knime, SQL, Python, Postgres, Datafold, Terraform, TinyBird, Alation, Great Expectations, Databand / Monte Carlo, PagerDuty, Atlassian (JQL)

### Lead Engineer - Kwiff - Apr 20 - Feb 21

My role at Kwiff was focused on managing and delivering a backend platform capable of processing thousands of data feed messages daily, providing customers with real-time sports and casino betting updates. Analysing operational patterns has highlighted optimisations that have increased performance whilst reducing costs, preparing the platform for the company's ambitious growth targets. The platform leverages Node.js & AWS to deliver fault-tolerant, event-based microservices.

Skills Acquired: Node.js, Socket.io, Redis, Jest, DataDog, GitHub Actions, Terraform, AWS (EKS, ECR, S3, IAM, SNS, SQS, DynamoDB), MySQL, Postgres, Knex

### Lead Engineer - Equals - May 19 - Apr 20

My role within Equals involved the architecture, development, and operational management of several platform services and APIs serving the company's UK and US products. Services are built using Node.js, utilising AWS cloud services such as Fargate. Examples of services I am directly responsible for include a mission-critical, cross-product workflow engine and a suite of marketing funnels to capture user activity.

Skills Acquired: Node.js, JSON-Schema, Jest, DataDog APM, CircleCI, GitHub Actions, Terraform, Ansible, AWS (Lambda, ECS, ECR, EC2, Step Functions, IAM, Secrets Manager, SQS, DynamoDB), Serverless

## Career Overview

Magicbox Technology, CTO & Founder	Feb 18 - May 19
RBI (Estates Gazette), Principal Engineer	Sep 16 - Feb 18
Nexttick, CEO & Founder	Mar 11 - Sep 16

## Education

BSc Internet Technology, Grade 2:1	Sep 02 – May 06
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HND – Computer Science, Pass

Sep 00 – May 02

BTEC National Diploma – Computing, Pass

Sep 97 – May 99

10 G.C.S.E's, Math's – C, English – B

Sep 90 – May 96

### Interests

I am a keen martial artist and have a healthy interest in fitness and cooking. I have been learning to play the drums intermittently for a few years and find it a fun way to relax. As a father of two, my weekends mainly revolve around fun activities for the family.