Robert Wells He/Him

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Experience

Software Engineering Manager   May 2020 – Apr 2022
Sandbox Kids
- Built and managed recruitment pipeline, expanding team by 40%.
- Defined client-side tech stack merger following acquisition of US kids company Curious World, bringing integration and deployment in-house while reducing ongoing costs by 4k p/m through service and framework consolidation.
- Established a career progression framework, outlining a plan for continuous improvement through coaching, feedback, and performance assessment, leading to increased staff retention.
- Supported the Engineering department's transition to remote working, reviewing tools and processes while funnelling and prioritising requests, reducing the impact of context-switching, and increasing the time engineers spend writing code by 6%.

Senior Games Developer   Mar 2019 – May 2020
Hopster
- Developed a framework for partner authentication, leading technical discussions with external partners, and decreasing development time of future integrations by 70% over the existing ad-hoc solution.
- Led development of in-app games that topped engagement metrics with over 15,000 impressions in week 1.
- Defined best practices within the broader Engineering team, including introducing Unit tests, building a CI/CD stack to reduce deployment time by 80%, and ensuring documentation creation was baked into tickets to increase knowledge sharing.
- Developed a data-driven, re-usable games engine to empower the Design team to update game functionality through a CMS without requiring a release. Reducing time to market by 40%.
- Standardized code review guidelines and best practices across 5 engineers, reducing average code review turnaround from 5 days to 1.

Freelance Software Developer   Oct 2014 – Mar 2019
that games guy
- Developed over 30 assets, tools, and game templates.
- Released 10+ products on the Unity Asset Store with over 10,000 downloads.
- Managed all aspects of company to increase sales by over 80% annually.
- Owned more than 40 production deployments with a 100% success rate.

Competencies

👤+ **Leadership:**
</> **Primary Languages:** C#, Unity, C++, Javascript, Obj-C, Java, Cocos2d-x, Dart, Flutter, Reactjs
🜉 **Content Management:** Git, GitHub, Bitbucket
🜲 **Systems Engineering:** GCP [Cloud Run, App Engine, Compute], Firebase, Docker
⬤ **CI/CD:** GitHub Actions, Fastlane, Jenkins, Codemagic
🗄 **Databases:** Firestore, MongoDB, PostgreSQL

Education

BSc Honours, Computer Science (1st Class)   2011 – 2014
Middlesex University
- Attained the highest grade in the school of Science and Engineering, having achieved over 90% in most modules.

Publications

Unity by Example [Book]   Jan 2020 – Sep 2020
- Published by Packt. Covering everything from fundamentals to machine learning. Available for purchase at Amazon and Waterstones.

Dev/Leadership [Blog]   Aug 2023 – Present
- Weekly articles on development and Leadership.

that games guy [Website]   Jan 2018 – Jan 2020
- In-depth C++ game development and AI tutorials, open source assets and game templates. Read by 2500+ people weekly.