Roger Foxcroft

Engineering Director | AI-First Software Delivery (AIFSD) | Digital & Platform Transformation
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Profile

Senior Engineering Director with 30+ years' experience leading large-scale digital, platform, and organisational transformation across publishing, education, retail, consumer goods, and telecommunications. Proven track record operating as a safe pair of hands for complex, business-critical platforms while also shaping strategy, operating models, and teams at enterprise scale.

Experienced in modernising legacy estates, improving engineering throughput, and reducing time-to-value through **AI-First Software Development (AIFSD)**, cloud-native architecture, and strong delivery operating models.

Known for clarity, simplicity, and people-centred leadership.

Core Capabilities

- Engineering & Technology Leadership
- Senior Engineering Management
- AI-First Software Development (AIFSD)
- Digital & Platform Transformation
- Operating Model & Organisational Change
- Cloud-Native & Distributed Architectures
- Platform & Legacy Modernisation
- Agile & DevOps at Scale
- Technology Strategy & Governance
- Engineering Culture & Capability Building

Professional Experience

Director of Digital Sales & Delivery Channels

Taylor & Francis Group | May 2022 – Present

Lead the engineering organisation responsible for global digital sales and delivery platforms, supporting researchers, authors, librarians, and institutional customers worldwide. Operate as part of senior leadership, balancing delivery accountability with strategic transformation.

Scope & Impact - Direct responsibility for multiple engineering teams across the UK and Bangalore, operating across two distinct product and platform domains. - Accountable for delivery, quality, and technical direction across distributed, cross-cultural teams. - Trusted advisor in wider architectural and technology strategy discussions, contributing to the evolution of the overall domain model.

- Senior leader in Taylor & Francis' transition to **AI-First Software Development (AIFSD)**, embedding AI-assisted and agentic delivery practices across multiple teams.

- Improved engineering throughput and shortened time-to-value through AI-supported discovery, design, development, and testing.

- Modernised complex legacy systems into **cloud-native, API-first platforms**, reducing architectural complexity and operational overhead.

- Defined and governed platform architecture across microservices, event-driven systems, serverless components, CI/CD automation, observability, security, and compliance.

- Built and coached high-performing, autonomous, multi-disciplinary engineering teams, strengthening leadership capability and succession.

Director, Technology Delivery – UK Qualifications & Assessments

Pearson | May 2019 – May 2022

- Directed multi-team engineering delivery for mission-critical UK assessment platforms.
- Accountable for delivery outcomes, platform reliability, release cadence, and engineering maturity.
- Scaled Agile and DevOps practices across complex, regulated environments.
- Improved operational resilience and predictability through automation and platform consolidation.

Development Manager – UK Qualifications & Assessments

Pearson | Nov 2017 – May 2019

- Led engineering teams delivering high-stakes assessment systems.
- Introduced modern engineering practices including CI/CD automation, API-led design, and cloud-aware scaling.
- Improved quality, delivery confidence, and team engagement during organisational change.

Principal Enterprise Architect – Digital & eCommerce

Pearson | May 2017 – Nov 2017

- Led enterprise-level architecture for digital and eCommerce platforms.
- Set architectural direction during transition to product-centric delivery models.
- Mentored architects and senior engineers, strengthening architectural capability.

Global Enterprise Architect – Digital & eCommerce

Pearson | Jan 2016 – May 2017

- Defined global architecture standards for digital and eCommerce platforms.
- Led modernisation initiatives transitioning legacy systems toward cloud-native and service-oriented architectures.
- Worked across regions to align technology strategy with product and commercial goals.

eCommerce Technical Lead / Architect

Pearson | Jan 2015 – Dec 2015

- Technical lead and architect for Pearson's eCommerce platforms.
- Provided hands-on architectural oversight and delivery leadership.
- Bridged execution-level delivery with longer-term enterprise architecture strategy.

Operations Director (Part-Time)

A Major Music Supplies Ltd | Nov 2017 – Present

Operations Director for a family-run music retail business based at Trentham Shopping Village.

- Modernised digital operations and online presence using modern web and cloud technologies.

- Implemented operational processes covering eCommerce, merchandising, and customer experience.
- Supported strategic planning, hiring, and organisational development.

Enterprise Architect – Web & Digital

Home Retail Group PLC | Feb 2013 – Dec 2014

- Shaped digital multichannel strategy for the Homebase brand.
- Led architecture for web, mobile, CRM, analytics, and customer insight platforms.
- Designed integrations across CMS, PIM, DAM, and eCommerce systems.
- Delivered proofs of concept for emerging technologies and personalised digital experiences.

Digital Architecture & Engineering Leadership Roles

Reckitt Benckiser / SSL International | 2008 – 2013

Roles included IS Digital Solutions Architect, Technical Solutions Architect (Digital), and Technical Systems Manager.

- Co-founded the Digital Solutions team under the CIO following acquisition by Reckitt Benckiser.
- Architected and delivered a global Digital Application Platform supporting CMS, eCommerce, CRM, and localisation.
- Provided technical oversight for global consumer websites across major brands.
- Led digital development teams delivering scalable web and eCommerce platforms.

Education & Professional Development

Birmingham City University
Java SE Certified Developer

Leadership & Community Involvement

Chair – Stafford District Arts Council (SDAC)
Volunteer role overseeing the application for and allocation of Borough-approved funding for local arts projects. Responsible for ensuring transparent governance and best use of public funds to maximise community and cultural benefit.

Additional Information

- Strong advocate for inclusive, people-centred leadership and continuous learning.

References available on request.