

# Steven Challis

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## Profile

I am a highly motivated software professional interested in roles where I can shape a product and deliver something truly outstanding. I will do whatever is necessary to move a project forward and work best in small teams. I'm keen on productivity and improving workflow as well as eager to confront weaknesses in myself and the team around me.

## Employment

### *Product Manager/Technical Account Director, ZONZA*

New York, September 2013—Present.

In 2013, Hogarth spun-off their primary technology product ZONZA as a JV with Deluxe Entertainment. I acted as the primary point of contact between Deluxe and Hogarth, responsible for developing the US distribution capabilities of the product. Also acted as Technical Account Director on J&J, Mazda, Colgate, COTY and YUM Brands.

### *Development Team Lead, Hogarth Worldwide*

London, July 2012—September 2013. As the Team Lead in a development team of around 20 I planned the development and architecture for many of Hogarth's software offerings.

#### Key Achievements:

- Implemented code review and [gitflow](#)-style process using Github Enterprise
- Travelled to meet key partners, requesting features, improving integration and fixing bugs and performance issues
- Attended trade conferences to investigate products and partnerships that would keep our products industry leading
- Conducted interviews for all development positions
- Re-architected our products to work on AWS and worked closely with Microsoft to deploy to Azure.
- Lead retrospectives and show 'n tells

### *Application Developer, Hogarth Worldwide*

London, August 2011—July 2012. I joined Hogarth as an early member of their engineering team and was quickly able to contribute and take a lead in the agile development of their advertising asset management product – Zonza, and surrounding APIs. I also researched and subsequently helped merge in the codebase for their workflow management tool – Fido, going on to lead the development of a resulting custom campaign management tool for Nike, for which I gave demos and helped manage requirements. After significant team restructuring, I also played a key role in planning, developing and delivering products for both HSBC and Santander on tight deadlines.

*Applications Engineer, Sirius Corporation*

London, August 2010—July 2011. I joined Sirius upon graduating to learn as much as I could about integrating and supporting Open Source software in enterprise environments. The role demanded taking initiative and responsibility for various parts of the business. I was involved in a number of software development projects and support roles whilst helping the company transition to 24/7 Network Operations Centre monitoring.

## Key Achievements:

- Wrote, modified and debugged production Java, Python, Perl, PHP and frontend code running on a variety of Unix-based stacks supporting thousands of users.
- Lead Python/XML software developer on a project aimed at replacing a medium sized business' custom ERP software with OpenERP. This included giving client presentations and demonstrating progress as well as spending time with end-users to gather and analyse requirements.
- Played an instrumental role in the implementation of a configuration management solution (Puppet) for 300+ machines on a tight timescale.
- Successfully built reusable tools for log analysis, auditing and LDAP management which enabled us to respond to client requests efficiently.

*Co-founder/Director, Traction Digital*

Leeds, 2008—2013. I successfully designed, developed and maintained bespoke web applications and websites for a range of small businesses, organisations and independent professionals. I also took responsibility for managing client relationships and day-to-day administration.

## Education

*University of Leeds, 2:1 BSc Computing, 2007–2010*

*Undergraduate Thesis:* “Decoupling Illumination from Isosurface Generation”, supervised by Dr. Hamish Carr (<http://schallis.com/projects/fyp>)

*Honours and Awards:* TOPS Programming Challenge 2008 (Winner) / 2009 (Runner-up)

*Responsibilities:* Volunteer for Open Day tours and talks 2007-2010, Executive Committee Member of the Computing Society 2009, Volunteer Programming Mentor in local schools 2009, part-time Software Consultant 2009

## References

*David Andrade*

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*Mark Taylor*

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