Thomas Joy

FullStack JavaScript Developer

Portfolio 🌐 GitHub 👾 LinkedIn 💼

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Experienced Technology Recruiter / Head of Talent turned Software Developer. Was focused on hiring developers who write clean, reusable code - now focused on working with them.
Still passionate about helping tech companies scale and solve real world problems. Newly skilled in HTML, CSS, JavaScript, React and modern web technologies.
A very strong communicator and problem-solver with experience managing small teams, multiple stakeholders and reporting directly into CEO / CTO / CFO heads.

TECHNICAL SKILLS:

Principles:	TDD, BDD, OOP, DRY, Agile
Languages:	JavaScript (ES6+), HTML5, CSS3, Typescript, SQL
IDE:	VisualStudio Code, WebStorm
OS:	MacOS, Linux Ubuntu
CLI:	Terminal (Mac), iTerm2, Warp, GNOME, PSQL
Front-End:	Vite, React.js, JSX, Redux, Tailwind
Back-End:	Node.js, Express.js
APIs:	REST, Axios
Unit / Integration Testing:	Jest, Supertest, Insomnia, LiveServer
Emulator:	ExpoGO + Expo Application Service
Version Control:	Git, GitHub, Mercurial
SQL Databases:	PostgreSQL, MySQL
NoSQL:	MongoDB
Hosting/Deployment:	GH Pages, Render, Supabase, Netlify, Supabase (B-a-a-S)

PROJECTS:

Northcoders News - This project is a REST API built for a future news app using Express.js, the MVC (Model View Controller) design pattern and following TDD methodology with Jest and Supertest. This is deployed on Render and made available for a front end project to make calls and queries to multiple endpoints including Get, Post, Patch, and Delete.

The Daily Bugle - This application makes use of React-Router and React-Dom along with Vite and Babel to build a dynamic front end which displays interactive newspaper articles. I used Axios to make calls to the NC News REST API and constructed fully reusable components with React hooks and props. This project is hosted using Netlify.

Portfolio - A single page application built using React.js and Vite to create my own personal website and portfolio. This is built and hosted with GitHub Pages on a custom domain at www.tomjoy.dev

PERSONAL DEVELOPMENT:

FullStack JavaScript Developer Bootcamp | Northcoders | *March 2025 - June 2025*

I completed a full-time 13 week software developer bootcamp to fully immerse myself into the world of fullstack JavaScript. This course taught me fundamental skills in the latest front and back end web technologies as well as industry skills like web design, project management, pair programming, teamwork, collaboration, scrum and agile practices.

EXPERIENCE:

Head of Recruitment | Corbenyah Ltd | *Aug 2024 - Feb 2025*

In this role led on all UK and international Talent Acquisition strategy and execution across the Corbenyah private equity investment portfolio. This included working closely with internal stakeholders to manage vacancies end to end, writing and posting detailed role profiles, headhunting suitable candidates and conducting through interview processes. I managed all salary and package negotiations and employment contracts in the UK and Spain.

Senior Talent Partner | THG Ingenuity | *Nov 2022 - Jul 2024*

During my time at THG I worked in a 3-5 person team responsible for the staffing levels of a busy digital and eCommerce agency. I held responsibility for all perm recruitment and talent pipelining across Digital Marketing, Paid + Organic Search (SEO), Paid and Organic Social, Affiliate and Partnerships, CRM SDR/Enterprise sales and many others. I made over 100 permanent hires during this time.

Global Talent Partner | Talentful | *Nov 2021 - Sep 2022*

In this role I was employed by Talentful to remotely fulfill talent advisory / consultancy contracts with their clients - Moonfare and G-Research.

- Moonfare | *Apr 2022 - Sep 2022*
  Tech scale-up building a digital private equity platform. I worked alongside a global talent team to add expertise on ATS implementation and interview best practices for roles in finance/ tech.

- G-Research | *Dec 2021 - Apr 2022*
  Partnered an internal talent team on resource intensive recruitment projects for expansion of new offices in Dallas, Texas and London. This included detailed market mapping, salary benchmarking and data intelligence gathering for presentation to the talent director.

Talent Partner | REALTIME VFX | *May 2021 - Nov 2021*

Permanent and freelance hiring across projects for Amazon Prime, Netflix, BadWolf/SkyTV, Codemasters, EA Sports, Bentley & Lotus.

Talent Manager | AccessPay | *Feb 2020 - Apr 2021*

Working alongside the HRBP and reporting directly to the CFO. I led on permanent staffing for AccessPay during a time of major VC investment and growth. This included recruitment across sales, marketing, operations, technology, risk, audit and project management.

EDUCATION:

BSc, Environmental Geography | University of York | *Sep 2010 - July 2014*
Classification: Upper 2nd class honours

VOLUNTEERING:

Special Sergeant | Greater Manchester Police | *Nov 2015 - May 2018*

I've completed over 1,000 hours of voluntary frontline policing in Greater Manchester, developing key skills I've carried throughout my career. This includes staying calm under pressure, quickly identifying solutions, and working confidently in high-stress environments. I bring strong accountability, integrity, and the ability to work effectively within multi-disciplinary teams. I communicate clearly at all levels, listen attentively, and speak with confidence in public. My policing experience shaped me into an adaptable, reliable, and proactive team member with strong situational and emotional awareness.