## Thomas Seropian

French / UK / Lebanese nationalities

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# Staff / Lead Software Engineer

## Profile

I am a software engineer delivering technology solutions, from startups to global organisations. I combine hands-on engineering with leading and scaling teams, ensuring code quality and developer growth. Throughout my career, I've launched products that their users have adopted, delivered a regulated health-tech product to market, and led teams that have improved delivery speed, reliability, and customer satisfaction. My focus is on helping organisations embrace new technologies to solve real-world problems.

## Work experience

**Full Stack Software Engineer** for an hardware crypto wallet scale-up
**Ledger,** London, United Kingdom – October 2025 until now (ledger.com) via YLD.io
Improved a web component for web3 wallet management and transaction signing on decentralized apps.

**Principal/Founding Software Engineer** for an early stage start-up
**Motif,** London, United Kingdom – October 2023 until October 2025 (motifgroup.co)
→ *Responsible for API-as-a-product applications in the connected packaging sphere.*
Built a greenfield API in the connected packaging space. Defined engineering processes, improving delivery speed and quality. Delivered PoCs that secured early client engagement and validated market demand.
*Technology:* AWS, TypeScript, Node.js, Serverless (Lambda), Python, CDK, Docker, MySQL, Prisma, Redis, SQS.

**Mentoring,** since 2017
→ Since 2024 - MentorCruise: Mentoring on system design, software engineering, and career orientation.
→ Since 2023 - GDG Academy program: Mentoring students in various UK universities.
→ 2017-2022 - Open Classrooms: Tutoring for the tech lead curriculum for a French education platform.

**Lead Software Engineer (contract-based),** London, UK - Jul 2019 to September 2023
→ **Flowtrace,** company metrics tool startup – Feb. to Sep. 2023 (flowtrace.co)
*Built new third-party data provider integrations for feeding into the core SaaS tool. Improved integration tests.*

→ **Bulb Energy,** UK-based green energy provider – Mar. to Nov. 2022 (bulb.co.uk) via YLD.io
*Built & improved comms features for rolling out electric smart meter installations across the business.*

→ **Condé Nast,** global publishing house – Mar. to Dec. 2021 (condenast.com) via YLD.io
*Built an internal API & validation library for content migration of 50 publications to a new tech stack.*

→ **Progressive Content,** marketing agency - Sep. 2020 to Feb. 2021 (progressivecontent.com)
*Built a microservices backend for a UK-based banking client's content marketing CMS.*

→ **AND Digital,** software consultancy – Jul. 2019 to Mar. 2020 (and.digital)
*Migrated insurance consumer portal to microservices. Successfully migrated documents management service.*
*Technology:* Node.js, Serverless, Lambda, TypeScript, Python, GraphQL, React, Python, Docker, Kubernetes, DynamoDB, BigQuery, Elasticsearch, Github Actions, AWS, GCP, Azure, Terraform, Cloudformation, CDK

**Head of Engineering / Founding Engineer** for a health-tech early-stage startup
**Skin Analytics,** London, United Kingdom – October 2017 to May 2019 (skin-analytics.com)
→ *Responsible for an computer vision API-as-a-product, commercial applications and infrastructures.*
Delivered an AI Software as a Medical Device and built end-user applications for our clients. Owned the DevOps function and infrastructure. Hired and led a technical team (8 members between the UK and Poland).
*Technology:* AWS, Node.js, Serverless (Lambda), TypeScript, React, Python, MySQL, MongoDB, Docker, Ansible.

**Technical Lead** for an international online media publishing group

**Jamie Oliver,** London, United Kingdom – February to September 2017 ([jamieoliver.com](jamieoliver.com))

Led a migration from a legacy SOAP CRM to a microservices architecture. Optimized AWS costs.

_Technology:_ AWS, Node.js, TypeScript, PHP (Laravel), RESTful APIs, Redis, Solr, Vue.js, WordPress, Varnish.

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**Team Leader / Technology Manager** for an international NGO

**Internews** London, United Kingdom – April 2015 to December 2016 ([internews.org](internews.org))

→ _Leading the design, development, and delivery of innovation and technology components_

Worked with a multidisciplinary team supporting local media in repressive regimes. Led the delivery of news publishing apps, websites and secure infrastructure. Managed activities' budgets.

→ _Managing technology team and resources across multiple projects (8 countries)_

Oversaw the recruitment and day-to-day management of a team of 5 technologists. Ensured planning, setting of priorities, and owned detailed work plans, budgets, and schedules. Coached and mentored team members. Owned the technical architecture and roadmap.

_Technology:_ Node.js, PHP (Laravel), WordPress, Drupal (7/8), Ansible, Nginx, OpenVPN, _Linux administration_.

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**Web Application Engineer** for an international NGO

**Internews** Paris, France / London, United Kingdom - Mar. 2009 to Mar. 2015 ([internews.org](internews.org))

Designing, developing & supporting multilingual web applications and custom modules. Integration with social network (Twitter, Facebook) APIs. Writing documentation for users. Deployment and monitoring of secure hosting & video platforms. Facilitating training: website building and digital security (West Africa, MENA).

_Technology:_ Drupal, WordPress, PHP (OOP, MVC), MySQL, Solr, AWS, Vagrant, Nginx, Linux administration

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**Software Engineer** for a social networking service designed for a family use

**Hellotipi.com** Paris, France – February 2008 to January 2009 ([hellotipi.com](hellotipi.com))

_Technology:_ MySQL, PHP5 (OOP, MVC), XML, jQuery, FFMPEG, Debian, Linux administration

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**ICT Projects Manager** for a local NGO in Armenia

**Fondation KASA** Yerevan, Armenia - March 2006 to September 2007 ([kasa.am](kasa.am))

Coordinated Computer training in youth training centres. Developed activities in the two major cities. Managed the recruitment of the local team. Provided technical support for training & social programs.

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**Junior Software Engineer** for e-training IT projects for an international training centre

**Valeo Thermal Systems** Paris, France – March 2005 to February 2006 ([valeo.com](valeo.com))

Designed & implemented tools for course support creation (virtual classes, e-learning modules).

## Education

**MSc in Computer Sciences and Innovation**

**Ecole Supérieure d'Informatique, Electronique, Automatique** Paris, France

5 years engineering school in information technologies & electronics ([esiea.fr](esiea.fr))

→ _Graduated with first-class honours._

## Foreign languages

**French:** Mother tongue          **English:** Fluent          **Spanish:** Basic level          **Arabic:** Beginner

## Hobbies

Curating [a weekly music newsletter](a weekly music newsletter). Collecting records (LPs), mostly nerdy noisy music. [Photography](Photography) (film and digital). Part of the media team of a [non-league fan-owned football club](non-league fan-owned football club) in East London.