

# Thomas Seropian

French / UK / Lebanese nationalities

thomas@seropian.io

<https://linkedin.com/in/tseropian>

## 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

#### Principal/Founding Software Engineer for an early stage start-up

**Motif**, London, United Kingdom – October 2023 until now ([motifgroup.co](https://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.

#### Lead Software Engineer (contract-based), London, UK - Jul 2019 to September 2023

→ **Flowtrace**, company metrics tool startup – Feb. to Sep. 2023 ([flowtrace.co](https://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](https://bulb.co.uk)) via [YLD.io](https://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](https://condenast.com)) via [YLD.io](https://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](https://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](https://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](https://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.

#### 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.

**Technical Lead** for an international online media publishing group  
**Jamie Oliver**, London, United Kingdom – February to September 2017 ([jamieoliver.com](http://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.

**Team Leader / Technology Manager** for an international NGO  
**Internews** London, United Kingdom – April 2015 to December 2016 ([internews.org](http://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.

**Web Application Engineer** for an international NGO  
**Internews** Paris, France / London, United Kingdom - Mar. 2009 to Mar. 2015 ([internews.org](http://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

**Software Engineer** for a social networking service designed for a family use  
**Hellotipi.com** Paris, France – February 2008 to January 2009 ([hellotipi.com](http://hellotipi.com))  
Technology: MySQL, PHP5 (OOP, MVC), XML, jQuery, FFMPEG, Debian, Linux administration

**ICT Projects Manager** for a local NGO in Armenia  
**Fondation KASA** Yerevan, Armenia - March 2006 to September 2007 ([kasa.am](http://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.  
**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](http://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](http://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](#). Collecting records (LPs), mostly nerdy noisy music. [Photography](#) (film and digital). Part of the media team of a [non-league fan-owned football club](#) in East London.