

Engineering Manager with proven track record delivering digital transformations for global brands including Diageo, The Times, Sky, and Lloyds Banking Group. Currently Founding Engineer at an AI startup transforming AgTech and PropTech. Seeking hands-on Engineering Manager role combining technical expertise with team leadership. Available for remote or hybrid opportunities.

Leadership & Competencies

7+ years of management experience leading teams from 13 direct reports at Tombola to 40+ engineers at Diageo across enterprise and scale-up environments. Successfully scaled engineering organisations from 15 to 40+ engineers through strategic hiring and full-cycle recruitment. Conducted 200+ interviews while maintaining regular 1:1s focused on career development and performance management. Leadership style emphasises empowerment, inspiration, and motivation, ideally applied in 50-70% management, 30-50% hands-on technical roles. Multiple references available on request.

Leadership: Engineering Management People Management Team Building & Hiring Performance Management Cross-functional Leadership	Technical: Solution Architecture Cloud Architecture Composable Architecture Platform Governance Engineering Operations	AI/ML: Artificial Intelligence Machine Learning Computer Vision RAG Systems Generative AI	Delivery: Agile Methodologies CI/CD Performance Optimisation Release Management Quality Assurance	Strategic: Engineering Strategy Technical Leadership Digital Transformation Vendor Management Risk Management
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Professional Experience

Over the past 20 years, I have had the privilege of working with some of the world's most recognised brands across diverse sectors, from global spirits companies to leading media organisations, financial institutions, and innovative startups. This journey has provided me with extensive experience in scaling engineering teams, delivering digital transformations, and building platforms that serve millions of users worldwide.

AI

Founding Engineer
Stealth AI

September 2025 - Present · 1 mo

- Building AI platforms across multiple domains, spanning web, mobile, and augmented reality experiences. Current projects include Property Intelligence Platform and Agricultural Computer Vision Application.
- Architecting native iOS AR applications with real-time spatial overlays, 3D depth analysis using device sensors, custom computer vision models with machine learning image annotation pipelines, and offline-first architecture achieving 30+ FPS.
- Creating intelligent chat interfaces with multi-tool capabilities, Model Context Protocol (MCP) integration, and designing agentic workflows with human-in-the-loop validation for intelligent automation and decision-making.
- Building AI systems that integrate multiple language models, match and link large-scale datasets, perform advanced location-based queries, and deliver fast, efficient web experiences through smart caching strategies.
- Developing real-time mapping and visualization tools with validation frameworks tested across diverse real-world conditions.

TypeScript • ARKit • Next.js • PyTorch • OpenAI • Vercel • PostgreSQL • PostGIS • Supabase • CoreML • Upstash • Agriculture Technology

DIAGEO

Engineering Manager (Primary Role)
Diageo

August 2021 - August 2025 · 4 yrs

Engineering Manager
May 2023 - August 2025 · 2 yrs 3 mos

- Managed 40+ engineers across globally distributed teams with direct reports, conducting regular performance reviews, 1:1s, and career development sessions to drive team growth and retention.
- Scaled engineering organisation from 15 to 40+ developers through strategic hiring, full-cycle recruitment, and comprehensive onboarding programs while maintaining team culture and productivity.
- Led development of the company's global headless platform, co-creating the composable architecture vision that now powers over 75% of Diageo traffic for brands including Johnnie Walker, Guinness, Smirnoff, and Baileys.
- Owned engineering budget and vendor management, selecting and onboarding multiple external agencies while establishing governance frameworks and quality gates achieving 100% compliance.
- Implemented performance management and engineering metrics framework, improving delivery predictability and team velocity while fostering innovation culture through AI adoption and regular hackathons.

Team Leadership • Agile/Scrum • OKRs • Stakeholder Management • Budget Management • Vendor Management • Performance Management • Strategic Planning • Agency Review • AI/ML Integration • Change Management • Cross-functional Leadership • Executive Communication

Technical Lead

Dec 2022 - May 2023 · 5 mos

- Defined comprehensive platform governance including 15 Quality Attribute Requirements, documented best practices, automated technical assessment, and a suite of automated quality gates.
- Implemented global headless CMS platform, reducing time-to-market by 40%, achieving 100% compliance across legal and regulatory standards whilst delivering significant annual development savings.
- Established 'Bedrock', a foundational TypeScript mono-repo (8 applications, 22+ packages, 5 Contentful extensions) as the cornerstone for code reuse and developer productivity across multiple teams and agencies.

Solution Architecture • Platform Governance • Quality Engineering • CI/CD Pipelines • Monorepo Architecture • TypeScript • Code Quality Tools • Developer Experience • Technical Documentation • Compliance & Standards • Automation • Best Practices • Technical Assessment

Principal Engineer

Aug 2021 - Dec 2022 · 1 yr 4 mos

- Architected and led development of flagship brand sites including TheBar.com and Malts.com, establishing technical patterns and architecture standards for the global platform.
- Designed scalable composable architecture foundations, defining integration patterns and technical standards that would become the blueprint for Diageo's digital transformation.

System Architecture • Composable Architecture • React • Next.js • GraphQL • Contentful • Vercel • Integration Patterns • Technical Standards • Performance Optimisation • Scalability Design • API Design • TypeScript • Playwright • Algolia

T

Software Engineer
The Times

June 2021 - August 2021 · 2 mos

- Drove front-end development for digital transformation initiative serving 2M+ daily readers, specialising in web performance optimisation and modern development practices. Delivered significant Core Web Vitals improvements across the platform.



Principal Software Engineer

The Very Group

- Led development of highly available, scalable enterprise solution to replace existing Digital Customer Experience platform serving 4M+ customers. Architected new microservices-based commerce platform with 99.9% uptime targets.

Microservices • Node.js • React • Next.js • AWS • Docker • PostgreSQL

February 2021 - June 2021 · 4 mos



React Developer

Sky

- Developed features for node/react mono-repo website serving 24M+ customers, creating bespoke React components using Adobe Spectrum design system for cross-team reusability and maintaining design consistency.

Node.js • React • TypeScript • GraphQL • Monorepo • Storybook • Playwright • CDN • Webpack

November 2020 - February 2021 · 3 mos



Engineering Founder

Fresh Deals

- Founded and developed serverless PWA commerce platform with real-time price tracking, reviews, and deal notifications during the pandemic.

AWS Lambda • Node.js • Next.js • React • PWA • MongoDB • GraphQL • Serverless Computing • Push Notifications • Product Management

April 2020 - April 2022 · 2 yrs



Lead Full Stack Developer

Lloyds Banking Group

- Provided technical leadership and mentorship to engineering team, directing implementation strategies across multiple workstreams while conducting code reviews and establishing best practices. Led solution architecture decisions across Financial Planning division, aligning technical roadmap with board-level IT strategy initiatives.
- Drove digital transformation in Financial Planning and Retirement lab, surfacing pension information to 15M+ users across Halifax, Bank of Scotland and Lloyds brands. Improved app performance by 60% through coordinating cross-functional teams including QA, DevOps, and Product.

Team Leadership • Node.js • React • TypeScript • AWS • GraphQL • SQL • Security (OWASP) • Regulatory Compliance • Mentoring

July 2018 - September 2019 · 1 yr 2 mos



Engineering Founder

The Virtual Assistant Ninja

- Built SaaS platform with three products and eight distributed microservices supporting 1,000+ online retailers, successfully acquired by Hustle Got Real.

Microservices • AWS • Node.js • Angular • TypeScript • MongoDB • Google Cloud Platform • OAuth • Puppeteer • Docker • Kubernetes • Message Queuing • Product Strategy

May 2017 - March 2020 · 2 yrs 10 mos



Full Stack Developer

Bet365

- Developed Client Side Sports UI across all platforms for the world's largest online gambling operator serving 45M+ customers globally. Helped lead re-write of legacy ActionScript to HTML5, mentored developers, and delivered performance improvements across the platform.

JavaScript • TypeScript • HTML5 • ActionScript • WebSockets • React • RxJS • Performance Optimisation • Canvas/WebGL

November 2015 - May 2017 · 1 yr 6 mos



Multiple Roles

Tombola

January 2008 - November 2015 · 7 yrs 10 mos

Development Lead

Jan 2012 - Nov 2015 · 3 yrs 10 mos

- Directly managed 13 engineers, conducting performance reviews, career development, and regular 1:1s. Recruited, interviewed, trained and onboarded all direct reports, building a high-performing team from scratch.
- Led development across multiple projects via scrum methodology, ensuring delivery of core desktop and mobile products with 50k+ daily active users.
- Championed development standards and team processes, tracking sprint velocity and delivery metrics while managing full performance management cycle.

Senior Developer

Jan 2010 - Jan 2012 · 2 yrs

- Designed and developed products for both consumer and business use, specialising in mobile development for UK, Spain and Italy markets.
- Mentored junior developers and contributed to problem management and incident resolution.
- Ensured agreed timelines and project deliverables were met across multiple platforms.

Developer

Jan 2008 - Jan 2010 · 2 yrs

- Developed core bingo and casino products for Tombola, the #1 Bingo Operator in the UK, Spain and Italy.
- Focused on UI development and mobile platform specialisation, creating engaging consumer experiences.

ActionScript • Animation • HTML • JavaScript • TypeScript • Angular • CI/CD • UI Development • Team Leadership • Agile • Mobile Development • Scrum



Javascript Developer

TH_NK

- Contributed to various JavaScript-based projects for creative agency clients, developing and maintaining interactive client-side web applications with focus on user experience and cross-browser compatibility.

ActionScript • JavaScript • Performance Optimisation • Web Development

February 2007 - November 2007 · 9 mos

Education

BSc (Hons) Multimedia Computing , Northumbria University	2:1 (Year Grades: 72%, 70%, 69%)
HEFC , Newcastle College	Distinction
GCSE , Keswick Secondary School	11 GCSEs Grade A-C (September 1991 - June 2002)