



## ANDY BERRY

## SOFTWARE ENGINEERING LEADER & DEVELOPER

A Software Engineering leader & Architect with experience leading teams from 5 to 50 in a variety of agile environments including those with enterprise customers. Development experience in React, JavaScript, TypeScript and other web technologies. Competent in architecting SAAS platforms within the AWS ecosystem, using a number of AWS services.

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### SUMMARY

- A Software Engineer and Software Leader with 15 years of experience working in and leading Agile teams in a mix of environments from start-up to scale-up.
- A capable team member and leader with experience leading and mentoring software development teams ranging from 5 to 50 engineers, with a strong focus on positive culture and high performing autonomous teams.
- Extensive experience using Scrum; Test Driven Development; and Pair Programming.
- Experience in client-side and server-side technical and systems architecture for complex B2B and B2C SAAS platforms, particularly focusing on serverless, containerised and event-based architectures.
- Exposure to leading teams through SOC 2 Type 2 attestation and ISO 27001 accreditation

### COMPETENCIES

- Experienced in building, scaling and leading Agile development teams, including line management and career coaching, growing an Engineering team from 15 to 50 having 5 direct and over 30 indirect reports across 6 different squads.
- Strong development skills using JavaScript, HTML5, CSS3, Java & PHP among other technologies.
- Proficient in writing varying levels of automation tests, including unit tests, acceptance tests and integration tests. Strong build, Continuous Integration & Continuous Delivery knowledge.
- Experience working in teams practising Scrum and Kanban, using Continuous Integration and Continuous Deployment.
- Experience developing & managing highly performant, redundant, scalable web applications and websites.
- Experience leading an Engineering team through SOC 2 Type 2 attestation and ISO 27001 accreditation, including writing Engineering-related policies and putting in place necessary controls such as disaster recovery exercises, secure software delivery lifecycle (SDLC), penetration testing and red team exercises.
- Competent in gathering and developing requirements for projects from small websites to a large Software Development kit & a complex SAAS platform.
- Competent in design and architecture, including in system architecture and both client-side & server-side technical architecture and database schema design.
- Experience in managing AWS cloud-based virtual machines and infrastructure including immutable Docker containers, EC2, CloudFront, S3, Route53, ElastiCache & RDS deployed using both CloudFormation and Terraform
- Completed the Scrum Alliance Certified Scrum Master course (2012).

### TECHNOLOGIES

- Development: JavaScript, TypeScript, HTML5, CSS3, LESS, SASS, NodeJS, SQL, PHP, Java
- Libraries & Frameworks: React, Apollo GraphQL, Gatsby, Ember, Laravel, jQuery, Mocha, Jest, JUnit, Flow
- Build Technologies and Servers: Webpack, Grunt, Gulp, Gradle, Ant, Maven
- Version Control: Git (incl. GitHub and BitBucket), Subversion, Perforce
- Continuous Integration Tools: BitBucket, Travis, Artifactory, Jenkins, GitHub Actions, ThoughtWorks GO
- Hosting & Infrastructure: Amazon AWS (incl. EC2, ECS, CloudFront, S3, Route 53, ElastiCache, RDS & CloudFormation), Docker, Terraform, Apache, Nginx, MySQL, Postgres, Varnish, Redis, Netlify
- Methodologies & Practices: Agile, Scrum, Kanban, Test Driven Development, Behaviour Driven Development, Pair Programming, Continuous Integration, Continuous Delivery, Continuous Deployment & DevOps

### CAREER OVERVIEW

#### Head of Engineering | March 2022 to Present | Novata, Remote

Led the Engineering department in building Novata's ESG data collection platform from a minimal viable product launch to over 100 paying customers and 5000 companies using the platform within 18 months. Ensured high quality while maintaining a high rate of value delivery and growing the team from 20 to 50. Supported the business in achieving SOC2 type 2 and ISO 27001 compliance, putting in place initiatives such as a secure SDLC, 24/7 on-call, penetration testing and red team exercises. Represented the Engineering team with key investors during Novata's very successful series B funding round.

Key responsibilities included Novata's software architecture, reliability and quality strategy, application security and incident response provision.

**Principal Engineer** | March 2020 to March 2022 | Times Higher Education, Remote

Responsible for leading all product engineering of THE's data platform, DataPoints. Designed the architecture and led the development of the next generation of THE's flagship software product DataPoints including a new client application; GraphQL data API and deploying shared capabilities such SSO & a custom permissions engine modelled on AWS IAM.

**Chief Technology Officer** | June 2019 to March 2020 | Mobilize Systems, Remote

Designed the architecture and led the engineering team in building a new serverless customer loyalty engine for several large retail companies, including a high volume data ingestion engine; event-based micro services architecture using an infrastructure-as-code approach and a React dashboard leveraging GraphQL for data transfer.

**Principal Engineer** | Oct 2018 to April 2019 | Mudano, Edinburgh

Responsible for overseeing product engineering at Mudano, mentoring and line managing engineers within the product team and driving technical architecture and decisions within the engineering team. Led the engineering team in good software engineering practices, ensured software quality and that sufficient processes & principles were in place where required. Ensured the architecture was fit for purpose and provided maximum flexibility to allow the product to evolve as required by the business.

**Sr. Software Engineer & Technical Architect** | Oct 2017 to Oct 2018 | Mudano, Edinburgh

Responsible for all technical architecture and design within one of Mudano's development teams in addition to technical leadership and expertise within that development team. Also contributed more widely to the technical architecture across the product teams. Fundamentally changed how Mudano approaches testing & component-based development; and led the architecture, infrastructure & technical design for the new version of Mudano's flagship product.

**Chief Technology Officer / Principal Software Engineer** | Dec 2015 to Oct 2017 | Agency Core, Edinburgh

Responsible for all development, maintenance, hosting & technical support for a Software as a Service (SAAS) single page app targeted at digital agencies. Supported the co-founders with technical expertise and provided support to our users.

Major achievements include migrating the existing manually deployed infrastructure to Amazon Web Services leveraging Docker to ensure an easy to deploy and immutable infrastructure; a large refactor of the existing codebase & architecture to ensure better performance, scalability & easier maintenance; and the development of several new major features on the platform.

**IT Manager & Web Developer (Voluntary)** | Oct 2009 to Present | TimelessTime Ltd

**Technical Lead** | Jun 2015 to Dec 2015 | Caplin Systems Ltd, London

**Graduate to Senior Software Engineer** | Aug 2010 to Jun 2015 | Caplin Systems Ltd, London

## ACADEMIC OVERVIEW

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**Bachelor of Science (with Honours) in Computer Science** | 2006 - 2010 | University of Glasgow

'A' level studies | 2004 - 2006 | Sussex Downs Sixth Form College

## OTHER DETAILS, EXPERIENCE & ACHIEVEMENTS

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- A qualified RYA advanced coastal dinghy sailing instructor, allowing management of a sail training centre and responsibility for all activities on the water.
- Current clean driving licence. British citizen and passport holder.