Bryn
Hanby-Roberts

SWE manager with 8 years experience across C#, Java, C++, data and management spanning big tech, finance, eCom and energy. Available: Est. December

[Email for full details]
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Education

2013–2017, with 2016 in industry
BSc Computer Science, *The University of Manchester*, Manchester, **First Class** (78%)
- First and second year units included: **OOP** in Java, **System Architecture**, **Algorithms**, Computation, Databases, Operating Systems and **Software Engineering.**
- Final year units included: **Agile**, **UX**, **Compilers** and **Graphics**.
- Final year project: iOS app to assist learning sign languages by demonstrating hand models of different letters and utilising the camera to detect letters being shown by the user.

2011–2013
A Levels, *Oldham Sixth Form College*, Oldham, *Attained 3 A Levels and 1 AS level*
Computing: **A**, Mathematics: **B**, Business Studies: **B**, Physics (AS): **C**

2006–2011
GCSEs, *Saddleworth School*, Oldham, *Attained 8 GCSEs and 2 BTECs, relevant listed*
English Literature: **A**, ICT: **A**, Additional Science: **A**, Mathematics: **B**, English Language: **B**

Experience

Jul 2024 – Jan 2025
Software Engineering Manager (Contract), *OVO Energy*, ~6 months, Remote
- I am on a short-term contract managing a data migration and decommissioning project for 'pay as you go' smart meter readings spanning 10 years and longer to decrease the company's software footprint and save >£1M/y in software licensing and >£500k/y in application development costs.
- People management of a large team of 7 developers, 5 data engineers and 3 QAs split across 2 squads. This is a mix of contractors (professional services) and FTEs. The team runs OVO's Boost PAYG brand, responsible for over 300k active customers and migration dashboards.
- First phase of work is defining and building data pipelines to migrate data off old on-prem SQL servers onto BigQuery.
- Tasked with organising and sanitising petabytes of data to ensure GDPR and energy-specific compliance. This is done through modifying C++ and Java pipelines to extract and transform data amongst BAU work.
- Second phase is to decommission the third party software responsible for ingesting and storing meter reading data.
- I have created Datadog dashboards to increase system health observability. My team also creates Google Looker Studio dashboards to demonstrate migration constraint progress.
- I run standard agile ceremonies (discovery, pre-refinement, refinement, standup, retrospective) and follow Kanban for both squads.
- Escalation point for incidents in office hours and on-call.
- Within first 2 months, passed a partially completed promotion case from previous manager.
- Technical Skills: REST APIs, technical architecture, decommission planning, data replication, C++, Java, SQL Server, BigQuery, Datadog, on-call.
- Management Skills: Agile, Kanban, Three Amigos, mentorship, project refinement, resourcing, performance management, contractor management, hiring, budgetary analysis.

April 2022 –
June 2024

Software Engineering Manager, *The Hut Group (THG)*, London (Remote)

- 40/60 split between IC and management in the eCommerce org.
- Leading a multi-disciplined team and over 30 Java microservices responsible for the CRM journeys of internal and external brands
- Stack consists of JavaScript/TypeScript, Java, MySQL/Cockroach and Docker VMs/Kubernetes.
- Led platform development for our in-house CRM platform to raise combined revenue from Email, Apps and SMS to £37.5 million (+6% YOY), raising CTR to 2.5% in line with company and industry KPIs.
- Led and shipped a critical greenfield project for externalising platform capabilities into a standalone, self-serve SaaS CRM product, forecasting saving the business £350k/y in engineering and marketing BAU hours.
- Technical Owner for projects across the entire tech org such as Back In Stock, wishlist and waitlist functionality. Orchestrated planning, development, integration and testing with teams across the business (app, site, rewards, CRM, stock management, product, checkout).
- Interviewed over 40 engineers, and onboarded new engineers to the team.
- Escalation manager for CRM firefighting and on-call support. Since joining, increased system resiliency, reducing average critical alerts from 10/week to 5/week, as the system handles increased traffic of up to 800M emails across 150 brands.
- Managed **hiring** of 8 new engineers + 1 intern, promotions of 3 FTEs, helped 1 engineer pass PIP process, oversaw an engineer's probation extension with positive outcome. Also have experience with negative outcome scenarios with performance management and impact mitigation.
- Met critical clients and scoped out requirements for onboardings, worked with my lead engineers to define implementation and testing plans and worked tirelessly to meet strict deadlines with limited resources.
- Implemented high-impact event-driven marketing email campaigns myself as required by clients.
- Worked closely with DBAs and BI to design and integrate new **data segmentation** functionality to deliver highly targeted marketing campaigns in a scalable fashion. This involved multi-site data warehousing, view creation and data replication from BigQuery data lakes amongst other complex data requirements.
- Improved observability by creating a Grafana dashboard for each service in our team, defining a minimum set of alerts and thresholds for callouts, making logs consistent and useful throughout the stack and reporting team's key KPIs to stakeholders monthly.
- Technical Skills: **Java**, microservice architecture, REST APIs, React (Javascript), **event-driven architecture**, Spring (Boot), **ActiveMQ**, Queues, MySQL, **SQL Server**, CockroachDB, BigQuery, NoSQL, Jenkins, Kibana, Github, on-call, scaled systems architecture.
- Management Skills: **eCommerce**, CRM, mentorship, resourcing, roadmapping, prioritisation, project refinement, Scrum, **project management**, hiring, stakeholder management.

March 2021
– April 2022

Quantitative Developer, *Coremont*, Brevan Howard, Baker St, London

- Worked on Clarion, a portfolio management system, written in **C#**.
- Belonged to the **API** team, creating systems to format and pass information between the customer-facing web front end and the **C++** "grid" back end of pure financial data.
- Formatted large financial data and **aggregated** output from the large AWS-based distributed pricing engine.
- Led development of tagging exotic trades, positions, asset classes and portfolios.
- Occasionally worked directly with C++ pricing models.
- Attended company-wide virtual lectures on financial modelling.
- Main skills learnt: ASP.NET, C#, C++, API & microservice development, DevOps, AWS, financial data handling, derivatives pricing, Swagger, data aggregation, distributed computing.

Nov 2020 –
March 2021

Software Engineer II, *Microsoft*, Paddington, London

- Developed first-party skills for Cortana in **C#**.
  - Over 2 years, implemented the new Cortana in Windows experience, delivering a more productivity-focused assistant, and detaching it from the operating system shell to make the product easier to update and iterate on.
  - Designed and implemented core components (e.g. suggestions, eligibility, A/B testing services).
  - Developed skills for AI functionality, such as "Open App" and "Join My Meeting".
  - Supported skills in a 24x7 on-call livesite rotation, being the directly responsible individual for studio and partner-owned skill services.
- Assisted in Cortana and Visual Studio platform development in "development and learning" time to help the wider company.
- Active in Microsoft's LGBT+ employee resource group, attending worldwide conferences to promote team D&I initiatives.
- Skills: C#, microservice development, async, event-driven, OS-level programming, Dependency Injection/IoC/SOLID, UWP, Azure cloud development, on-call.

March 2018 – Nov 2020	**Software Engineer**, *Microsoft*, Paddington, London
	○ Worked with the Edit 3D team on Paint 3D, implementing file serialisation and engine rendering functionality in **C++/CX**.
	○ Architected a Paint 3D file format by serialising the 3D scene into an zip-like file.
	○ Wrote a scene parser in **C#** to provide more robust persistence functionality.
	○ Created Unity prototypes to demonstrate snapping and alignment features.
	○ Skills: C++, C#, 3D graphics, rendering, vectors, shading, UWP, compression.
Winter 2017	**Software Engineer**, *Fatsoma*, Manchester
	○ Briefly worked in a distributed agile team across the full stack on a ticketing platform. My main project was migrating the service from PHP to Golang.
August 2015 – July 2016	**Corporate Operations Engineer Intern**, *Google UK*, Victoria, London
	○ Developed an internal tool: Corp Notifications. This deployed notifications to a user or machine via popup, email, etc.
	- Front end utilised Google App Engine, Material Design and AngularJS to make the web app versatile, modern and coherent with Google's design spec.
Summer 2014	**ISR Intern**, *Apple, FileMaker*, Stockley Park, London
	○ Worked in a small team to help promote and sell FileMaker SaaS solutions in the UK and EMEA. FileMaker is a no-code DB product created and sold by Apple.

Volunteering

2022-2024	**Diversity and Inclusion Committee Representative**, *The Hut Group (THG)*
2021	**Volunteer Vaccinator**, *St John Ambulance*
2008-2014	**Duke of Edinburgh's Award**, *Bronze, Silver and Gold*

Interests

○ I host my own personal web server, email server and name server.
○ Developed a dashboard to help organise and assist me with my investment hobby.
○ Passed all exams required for the private pilot's licence.

Additional

○ Certified Microsoft Azure DevOps Engineer Expert 2021.
○ Certified Microsoft Technical Associate 2018/Azure Developer Associate 2019.
○ Finalist for Target Jobs **Undergraduate of the Year** award in Computer Science, IT and Physics 2017.
○ University of Manchester School of Computer Science **Head of School Prize.**
○ Elected 2014 co-chair of University of Manchester Computer Science Society.
○ **Manchester Leadership Award** for volunteering and leadership.
○ Driving licence: Full, clean. Motorbike CBT licence up to date.