

Experienced tech leader, solutions architect, and engineer with a proven track record of building high-performance teams, delivering highly scalable back-end platforms for AAA games for millions of players.

19 years in the games industry on 18 released games. 15 years working with AWS. Life-long programmer and musician. Well-practiced DIYer and dad.

SVP Tech, Build a Rocket Boy

Feb 2024 – Present

- Led the team of ~150 engineers across the whole tech stack (online, engine, gameplay and tools); significant restructure from development to release. Team-first approach to Leadership.
- Delivery of AAA release of MindsEye (Unreal 5), simultaneous release on Xbox, PS5, Steam, Epic and in-house; delivery of F2P UGC Platform, Everywhere
- Full architectural review and rework (AWS and Akamai) to support both Everywhere and AAA release of MindsEye, load-tested up to millions of players; proven in production with >20k CCU
- Renegotiated £multi-million written-off vendor contract, with equivalent savings
- Led contract/MSA negotiations, including security compliance reviews for vendor/partner/publisher agreements; built and maintained strong relationships across all PaaS, SaaS and codev partners – working with legal, finance, execs and board
- Designed and implemented service readiness / definition of done / ITSM / NOC processes for launch, and rolled out automated unit/integration testing for all service components
- Complete rework of company-wide development and release processes (Perforce branching strategies etc), focussed on stability and iteration for concurrent development of F2P and AAA games
- Technical leadership restructuring to address underperformance and promote a stronger, healthier culture. Ongoing resource planning, budgeting, role definition, hiring and mentoring
- Developed engineering salary and career levelling framework – adopted across the business
- Hands-on engineering in back-end, game-client and web
- Built AI/LLM powered translation pipeline; rolled out adoption of AI assistants for engineering team; built a RAG LLM search for internal knowledge bases (Confluence, Jira, Miro and Slack); led development of 2 genAI in-game assistants; automatic asset tagging/fuzzy search, and LLM integration with game state and path finding

Technical Director, Creative Assembly – SEGA

2011 - Feb 2024

- Created and led the Live Services team of 50+, defining the vision and building the platform powering all CA games for multi-million MAU across PC, Console and Mobile with cross-play
- Released with AAA RTS Total War (in-house engine), mobile RTS (Unity), F2P team-based FPS (Unity), and F2P CCG, with multi-platform drop-in (C/C++) SDK; Sustained 15k requests per second at peak
- Roles along the way include Principal Architect (AWS and others), Lead engineer (C++, Erlang, Python, NodeJS, Golang) on both the service and in-game, and roll-out of ITSM / SRE / on-call support processes and systems
- Low-level net-code (C++), threading and memory management in custom game engine; Utilisation of 50+ AWS services
- Multiple presentations at global events, including AWS Summit London and AWS re:Invent in Las Vegas

- Senior java developer on billing/payment systems (and other internal systems); many payment platform integrations handling millions of payments every month
- High-speed data processing pipeline, handling 250k records/second for reporting/statistics/monitoring

Freelance Consultant**2001 – Present**

- Many ad-hoc projects, across systems architecture, process optimisation and implementation in Python, NodeJS, PHP, Golang and AWS/Akamai/Azure/GCP with some C++/Java/Delphi
- Customer-facing with all my freelance clients, some of which build B2B; acting CTO - managing tech relationships with some of the largest retail brands in the UK
- Custom ERP, multi-site Shopify integration and reporting; e-commerce and ePos/retail; integrations with highstreet brands (Arcadia); onboarding/integration with NetSuite; logistics tracking for China
- Acting head of technology; website and e-commerce implementation for online and highstreet brands; e-commerce, ePos/retail and vending
- Bespoke CMS for two monthly manufacturing industry online-magazines (English and Chinese)
- Founding member of University of Kent IT Clinic (IT consultancy); negotiated new business, external presentations, and software implementation

Skills

- Technical leadership / strategy / architecture across the full stack from native client to online, in multi-cloud/hybrid environments; extensive use of AWS and Akamai / Linode
- 20+ years of commercial architecture / engineering in C++, Erlang, Python, PHP, Javascript/HTML/CSS (incl NodeJS, React, Angular etc), C#, Java, C, Golang, ... incl Unreal 5, Unity, in-house engines
- Vendor and External Team Management, managing relationships and technical heads across multiple locations
- Experienced Agile and DevOps project lead - including Certified SAFe® 6 Practice Consultant
- Security, compliance and ITSM / service readiness implementation and roll-out
- Experienced Linux sysadmin, managing and running company and freelance client infra
- Gigging jazz pianist and singer, orchestral French Horn player, choral conductor and singer

Education and Qualifications

- AWS Developer and AWS Solutions Architect (Associate & Professional) training at AWS London
- Certified SAFe® 6 Practice Consultant, Scaled Agile, Inc.
- University of Kent at Canterbury; BSc Computer Science
- Aylesbury Grammar School
- Barker College, Sydney, Australia
- Lycée International de Saint-Germain-en-Laye