

Experienced tech leader, solutions architect, and engineer with a proven track record of building high-performance engineering organisations – leading up to 150 engineers through managers and leads – and delivering highly scalable back-end platforms for AAA games for millions of players; trusted technical advisor to customers from startups to the UK's largest retail brands.

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

VP Eng, Antstream

Sep 2025 – Present

- Architected and led delivery of major platform expansion; unblocked 18 months of stalled streaming client/server/infra work, significantly extending Antstream's addressable market
- Defined/published/shared the company-wide technical roadmap, covering platform, infra and product engineering
- Architected and led delivery of technical roadmap for a major strategic platform partnership (6+ month programme), including hiring and onboarding dedicated engineering, alongside stakeholder alignment
- Revitalised the engineering team: cross-team roadmap (vision, and day-to-day), bringing strategic alignment that was previously lacking; killed/paused ~20 active projects, refocussed the team onto highest-impact priorities; overhauled engineering rituals
- Increased dev team throughput: automated smoke testing in CI, redeploying existing QA talent into engineering automation roles; cutting content deployment pipeline time from 3 hours to 15 minutes; built local dev workflows - iteration cycle from 1 hour to 10 seconds, fundamentally changing the team's ability to ship
- Hands-on technical unblocker across the team, based on my 20yrs gamedev experience; regular diagnosis, debugging and problem-solving to keep the team moving at pace
- Rolled out AI tooling across the engineering workflow – agentic coding assistants, best practices, custom skills for internal systems, extending Google Gemini Enterprise – and defined future AI adoption / modernisation roadmap
- Daily hands-on across the stack: C/C++, Node.js/Typescript, Golang, Python, IaC (k8s, terraform, helm etc); client, server, streaming, infra and everything in between

SVP Tech, Build a Rocket Boy

Feb 2024 – Sep 2025

- Led ~150 engineers through engineering managers and leads 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, Jagex

2006 - 2011

- 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

- Built and shipped Loopylicious (loopylicious.com), a cross-platform audio + MIDI live looper for Windows, Android and Linux; solo product design, engineering, release and operations, including licensing, payments and distribution
- 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

- AI/GenAI: production LLM systems (RAG search, translation pipelines, in-game assistants); daily use of agentic coding tools; pragmatic org-wide AI adoption and automation
- 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
- Giggling 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