

PAUL LEADER

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SUMMARY

Engineering leader who enjoys building strong teams and delivering reliable software in complex environments. Brings extensive hands-on technical depth as well as sound judgment on architecture, delivery, and engineering process, helping teams move faster without losing quality. Experienced across large-scale web platforms, integrations, security-sensitive systems, and high-integrity software, with a track record of mentoring engineers, improving how teams work, and balancing technical trade-offs with user and business needs.

EXPERIENCE

2023 - Present

Remote

Team Leader

Amba - Carehome Resident Monitoring Platform

- Mentored a team of five developers, conducting weekly 1-2-1s to develop their problem-solving skills and professional approach
- Worked with other parts of the business to plan and manage work across the team
- Provided code reviews and technical guidance across the team's work
- Developed user-facing features and integrations with third-party systems including electronic patient record systems and off-the-shelf sensor systems
- Managed synchronization challenges across diverse provider APIs, ensuring reliable two-way data-flow between systems
- **Technologies:** Ruby on Rails, Postgres, Redis, Sidekiq

2019 - 2023

Bath, UK

Team Lead

Bugsnag - Observability Platform

- Led development of Bugsnag's Rails API service, serving the React frontend and customer integrations, handling millions of requests daily and providing access to billions of error events.
- As the first member of a newly formed team hired and mentored three engineers new to professional software engineering. Worked to develop their technical skills, their approach to problem-solving, and to working within a larger engineering organisation.
- Developed Bugsnag's first graduate recruitment process in collaboration with other team leads, designing and running interview stages that focused on candidate potential, thinking skills, and willingness to learn.
- Put in place development processes that lead to faster and more predictable delivery of features and enhancements, with little slip between sprints.
- Improved deployment speed from 30 minutes to less than five by systematically addressing inefficiencies in the CI and deployment systems.
- Drove a concerted reduction in error rates and improved performance through continuous incremental enhancements. Unhandled errors dropped from hundreds a day to single digits.
- **Technologies:** Ruby on Rails, MongoDB, Redis, Elasticsearch, Docker, Sidekiq, RabbitMQ, Datadog.

2016 - 2019

Bath, UK

Senior Developer

Mystery Applicant - Recruitment Survey & Analytics Platform

- Designed, built and deployed the Ruby on Rails application serving major enterprises, handling millions of applicant updates annually
- Developed the system to ingest data from client ATSS, deliver customisable surveys, and provide statistical analysis via an API and React dashboard
- Implemented robust security practices for sensitive applicant data including per-record encryption schemes, extensive testing, careful peer review, and architecture that minimized PII retention
- Led continuous improvements to development and deployment processes (AWS, Docker), enabling the small team to deploy many times a day with high confidence
- **Technologies:** Ruby on Rails, Python, JavaScript, AWS Aurora, CloudFormation, SQS, SNS, S3, Redis, Solr, Kiba ETL, React

EXPERIENCE

2010 - 2016

Bath, UK

- Senior Developer

- **Storm Consultancy - Digital Agency**

- Worked closely with clients across diverse industries, from life sciences and education to facilities management, to understand their issues and to then design and implement solutions
- Deployed and managed applications for clients on a number of platforms from Heroku and AWS, to Windows IIS
- Trained and mentored other developers in Ruby and Rails, driving the agency's transition from a C#/.NET stack to Rails, resulting in higher productivity and greater project predictability
- Worked with clients to understand their goals and refine ideas into achievable plans within budget
- Collaborated closely with designers and front-end developers to deliver applications to a high standard, managing deployment and ongoing operations
- **Technologies:** Ruby on Rails, MySQL, PostgreSQL, Heroku, Solr, AWS RDS

2006 - 2010

Bath, UK

- Developer & Security Tester

- **Netcraft - Internet Research, Security and Fraud Detection**

- Developed, maintained and operated the monthly web server survey (Perl, Bash, MySQL) running on a distributed network of Linux and FreeBSD systems
- Developed and maintained the scam detection system (Perl), which searches for and classifies potentially fraudulent sites, including the associated web interface
- Conducted penetration tests of customer websites and infrastructure using automated test tools and application-specific manual testing techniques
- **Technologies:** Perl, MySQL, Shell (FreeBSD), Visual Basic, Wireshark and other testing tools

2001 - 2006

Bath, UK

- High Integrity Embedded Systems Developer

- **Altran Praxis**

- Worked on safety-critical and embedded software, including aircraft and air-traffic control systems, developed in the statically analysable SPARK Ada language
- Used formal methods techniques such as proof of exception freedom and partial correctness to achieve extremely low defect rates
- Collaborated with systems and safety engineers within a wider systems engineering process to manage risk appropriately
- Enhanced the SPARK Ada tool set including the Prolog-based automatic theorem-prover and developed a parallel distributed theorem proving system
- Maintained the comprehensive multi-platform regression test system
- Taught SPARK Ada and formal methods training courses and provided client support
- Performed independent Verification and Validation of systems through formal analysis (Z proofs, SPARK static analysis), and structured testing
- Worked on papers to supplement the UK Railways Engineering Safety Management process
- **Technologies:** SPARK Ada, PROLOG, Java, C, Perl, Z proof assistants

2000

Hursley

- Performance Test Developer - MQSeries (Internship)

- **IBM**

- Developed and managed performance test systems for MQSeries message-queue system (Perl)

1999

London

- Software Developer (Internship)

- **Lehman Brothers - Equity Finance Technology**

- Developed a monitoring platform for a new trading platform (C++, Visual Basic)

EDUCATION

1997 - 2001

- Computer Systems & Software Engineering M.Eng. (Hons) - 2:1

- **University of York**