

Experienced startup tech leader, skilled at growth and seed stage. I have led on both tech and product strategy, contributed to overall business strategy, built teams from scratch and managed individual contributors and team leads in departments ranging from 2 to 20+ engineers, both partly and fully remote.

Experience

VP Engineering - Housekeep

Jan 2019 - Present

Housekeep allows customers to book, manage and pay cleaners and enables cleaners to manage a high volume of customers.

As a member of the Exec team I lead on technical strategy and planning: prioritising and delivering impactful changes to our product and business. I ensure we get the maximum possible value for our effort, applying Lean principles to refine scope and iterating rapidly.

I recruit and manage our engineers, ensuring they are motivated and delivering a quality product on time. Building psychological safety and focusing on each individual's strengths are key elements of my management style.

I oversee architectural decisions and manage tech debt to ensure we maintain the agility needed to drive our business forwards. I manage delivery, both day-to-day and for larger deployments of complex functionality, for both our booking platform and Housekeeper mobile apps.

I introduced Business Intelligence tooling and provided training to the wider business to enable data driven decisions, improving outcomes and prioritisation. In response to COVID-19 I led the creation of a new deep clean offering. I also successfully advocated for a strategy of small investments in new revenue streams to make our business more resilient.

It's an absolute pleasure to work alongside a VP Engineering who is such an excellent motivator, strategic thinker and problem solver. - Diana Holmes Kheti, Head of Product

Technically excellent. Respected in the team. He's raising the game of the mid-level members of the team that he pairs with. - 360 Feedback

Cares about people, cares about good code, exceptional manager and mentor. - 360 Feedback

Interim CTO - Firefly Learning

Jun 2018 - Jan 2019

Firefly provides virtual learning platforms to hundreds of schools around the world.

Stabilised and embedded a new team structure after previous CTO's departure. Responsible for a department of 16 encompassing backend, frontend, mobile, infrastructure, QA and delivery. Readjusted several roles and addressed team concerns to ensure retention. Mapped the need for technical specialisms and adjusted hiring plans, onboarding a new recruitment partner to deliver on open roles.

Re-prioritised projects to focus on key strategic initiatives; worked with team leads to create detailed estimates and refine scope to derisk delivery timelines. Oversaw resolution of incidents during support-heavy start of school year period. Led tech team to put in place mitigation and guidelines to minimise disruption in future.

Successfully led technical due diligence process, securing £5 million of additional VC funding.

Christy worked well with our tech, his team and the leadership team. A star tech leader with a bright future. - Joe Matthewson, Founder & COO

Consultant CTO - Deuce Tennis

Jan 2018 - Sep 2018

Deuce makes it simple, fun and affordable to play tennis. I joined at seed stage with no tech in place, working 1½ days/week.

Led on tech and product strategy. Advised the founding team on product prioritisation and scope, advocating for Lean principles. Built team of 3 developers and 1 QA by evaluating nearshore partners and conducting remote interviews. Led on system architecture, best practises and tech vs product trade-offs.

Delivered an MVP responsive web app for booking tennis coaching sessions. Launched an initial pilot. Iterated on the app by incorporating user feedback, adding court bookings and recurring payments.

Christy quickly understood our business and problem space and helped us prioritise and refine our product ideas into a deliverable plan. He interviewed offshore agencies and found two excellent developers, who he built immediate trust and rapport with. - Gordon Collier, Founder

Consultant Technologist/Head Of Technology - WhiteHat GB

Dec 2017 - May 2018

Whitehat is a tech startup that facilitates apprenticeships for non-graduates.

Focused on quantifying candidate potential for apprenticeships by normalising and aggregating existing data and creating data pipelines to pull from live sources. Led the tech team of 3 engineers and was part of the GDPR readiness taskforce, creating policies and providing company-wide training on information security.

Prepared a cohort of candidates for evaluation for Google Software Engineering Apprenticeships. Devised and provided training on problem solving, whiteboard interviews and site reliability. Set weekly coding challenges and provided mentorship to assist solving them.

VP Engineering - Conversocial

Apr 2016 - Oct 2017

Conversocial enables enterprises to provide exceptional customer service over social media.

Led the engineering department, scaling from 15 to 21 developers, and set technical strategy, as well as sitting on the Exec team and contributing to overall business strategy.

Oversaw 5 team leads, working closely with them to ensure business goals were met and teams performed well. Introduced a career ladder to support ongoing professional development of the whole department and ran bespoke training days. Overhauled interview processes and recruited 7 new engineers in 12 months.

Headed the security team, maintaining ISO 27001 certification. Liaised with enterprise client security teams through both RFPs and audits. Led technical due diligence on the acquisition of HipMob and created integration plans for their technology stack.

Christy was always a pleasure to work with, having an outstanding grasp of not only technical design requirements but also Product and Business needs. Incredibly popular with his team - especially in his capacity of VP where he rapidly implemented a number of key systems and processes designed to support his team and the way they worked. - Mat Munro, VP Product

A natural people person as well a great technical leader that was well respected by the team. When I decided to move on from my role I felt comfortable knowing that the team would be in excellent hands. - Colin Howe, CTO

Organiser - Python and Django Coding Meetup

May 2013 - Nov 2014

Hosted a [biweekly meetup to work on Python and Django projects](#). Provided advice and assistance to both new and experienced Python/Django users. Gave lightning talks on development tooling and techniques.

Lead Developer - Conversocial

Nov 2014 - Mar 2016

Software Developer; Senior Developer - Conversocial

Oct 2011 - Nov 2014

Software Developer - Revector

Oct 2010 - Oct 2011

eLearning Development & Support - Gravesend Grammar School

Jul 2009 - Jul 2010

Education

BSc, Mathematics - University of Bristol

Sep 2006 - Jul 2009

2:1 (Hons). Final year project: "Chaos in Billiards" included Python simulation, awarded 1st.

Gravesend Grammar School

Sep 1999 - Jul 2006

A Levels: Maths (A), Further Maths (A), Physics (A), Classical Civilisation (B)

GCSEs: 8 A*s, 2½ A's

Personal Projects and Open Source

- [before_after](#) - sugar over Mock library to enable [easier testing of race conditions](#)
- [skicam](#) - home-made GoPro/MP3 player using Raspberry Pi & Camera Module
- [magpie](#) - Monopoly Deal clone using React/Redux
- [ringoffire](#) - in-browser party game for friend's birthday
- [kettle](#) - rollout system with web interface and rollback capabilities
- [zephzone](#) - single command to enable focus, with [companion Android app](#)

References

Full recommendations available on [cto.c-oreills.com](#) or [LinkedIn](#). References available on request.