

Kristian Epps

Engineering Leader | Team Growth | Product-Centric Delivery

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Partful, Manchester, UK *Tech Lead → VP of Software Engineering*

November 2023 - Sept 2025

Team size: 10 → 18 | SaaS revenue impact: £600k–£3m ARR

- **Led cross-functional replatforming** of core managed-service product into a modern SaaS application, owning architecture, technical delivery, and team execution across 2 major product lines as **hands-on technical lead**.
- **Raised engineering standards** by embedding agile practices, automated testing, and true CI/CD — cutting deployment cycles from two weeks to continuous delivery.
- **Scaled the engineering org** from 6 to 18 engineers post-Series A, introducing hiring frameworks, onboarding playbooks, and org design that enabled efficient scaling while maintaining quality and culture.
- **Drove security and compliance** by leading ISO27001 accreditation across the business, introducing lightweight tooling and processes that balanced security with developer agility.
- Stepped into **Interim CTO role**, reporting directly to the CEO and acting as **technical lead on SLT**; partnered with fractional CTO and used strategy tools (e.g., EventStorming, Wardley Mapping) to define product-aligned engineering vision.

Key Technologies: AWS, TypeScript, Event-driven architecture, ISO27001, React, Node.js, CI/CD, Domain-Driven Design, Agile/XP, Hands on Full stack engineering

Matillion, Manchester, UK *Front-end Lead → Engineering Manager*

DECEMBER 2019 - OCTOBER 2023

Team size: 1 → 25 | Product scope: SaaS platform migration

- **Led delivery of the core SaaS “Designer” experience**, establishing Matillion’s new micro-front end strategy, delivering component libraries, and meeting GA, beta, and preview milestones across multiple product lines.
- Acted as **SME for front-end architecture**, building foundational tooling and leading a front-end chapter that influenced company-wide UI strategy.
- **Built and scaled a 25-person front-end org**, hiring engineers across multiple squads to support Matillion’s transition to a modern SaaS architecture.
- **Introduced engineering standards** for front-end development, including TDD, component-driven testing, and observability via Cypress and Datadog.

PROFILE

Experienced engineering leader and tech lead with a proven track record of building high-performing teams, modernising architectures, and delivering products used by millions.

I thrive in roles where I can balance leadership with staying close to the code — whether guiding multiple teams through large-scale transformations or pair programming alongside engineers to solve complex problems.

Skilled in XP practices, event-driven systems, and SaaS architectures, I enjoy shaping engineering culture through mentoring, coaching, and embedding modern practices such as TDD and CI/CD.

Outside of leadership, I continue to code in my own time to stay sharp, explore new technologies, and bring fresh ideas back into my teams.

EDUCATION

University of Manchester
BSc (Hons) Computer Science, 2:1

2010 - 2013

Specialized in Software Engineering and Artificial Intelligence.

Completed advanced modules in

- **Advocated engineering excellence**, delivering internal and external tech talks, mentoring senior engineers, and embedding quality as a core cultural value.

Key Technologies: React, TypeScript, SCSS, Cypress, TDD, AWS, Datadog, Micro-frontends, Agile

Netacea, Manchester, UK **Tech Lead → Head of Software Development**

SEPTEMBER 2018 - DECEMBER 2019

Team size: ~15 | Tech scope: Data pipeline, platform delivery

- Promoted from Technical Lead to Head of Software Development within 3 months, recognised for **rapidly improving delivery pace**.
- Stayed **hands-on with development**: applied TDD and pair programming to build and deliver a production-ready notification system in just one week with a small team.
- Oversaw multiple squads of developers and testers, **balancing active coding with leading the product development** department.
- Introduced **product-focused practices** including design sprints, refined technical feature processes, and agile improvements.
- Revitalised hack days into “**lab weeks**,” boosting innovation and receiving strong company-wide feedback.
- Launched a “TDD Champions” initiative, **engaging engineers in quality practices** and **embedding test-driven development** across teams.

Key Technologies: Node.js, Vue.js, AWS, Elasticsearch, Python, Cypress, Agile, TDD

BBC (Various Roles), MediaCity Salford, UK **Graduate Engineer → Principal Software Engineer**

SEPTEMBER 2013 - SEPTEMBER 2018

Divisions: Education, Sport, Core Platforms

- At BBC Education, **led the cloud migration** of Bitesize’s content discovery platform, replacing legacy PHP with scalable React/Node.js architecture and introducing multivariate testing.
- **Delivered the national launch of BBC Teach**, a new content platform built using React/Node, and designed the search pipeline to auto-index articles — reused across other BBC education platforms.
- **Line-managed graduate and apprentice engineers**, setting growth plans, mentoring on delivery best practices, and supporting early-career development.
- At BBC Sport, contributed to large-scale digital events (e.g. Olympics, World Cup), delivering high-traffic components under tight broadcast deadlines.

Key Technologies: Node.js, React, PHP, AWS, Jest, Java, Ruby, Internal BBC Systems

databases, distributed computing, and user experience design.

Designed the University’s third-year module on Cloud Computing and regularly invited to deliver guest lectures on automated testing.

Recommendations **Jaz Chana – CTO / Advisor**

“What stood out most was his genuine passion for the work and his strong connection to the product. Never one to shy away from a challenge, he stepped up during a very dynamic period and put all his effort into making things better for the team.”

Dylan Hanner – Generative AI Lead

“The kind of manager that makes you want to show up for work in the morning and honestly has your best interests at heart. He wants you to succeed both personally and as a team and enables you to do so. A pleasure to work both with and for and would be lucky to do so again.”

Tim Wheeldon – Fractional CTO

“Kristian played a vital role in both rapidly upskilling staff and standardising practices in the department, driving essential software engineering principles to impact code quality, reduce technical debt, and ensure solutions were scalable and maintainable. Kristian’s involvement was pivotal to the success of the department”