

Jamie Sefton
Head of Engineering
Scotland / Remote

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Personal Profile

Strategic and results-driven Head of Engineering with proven expertise in scaling high-performance engineering teams, driving technical excellence, and aligning software development with business objectives. Adept at transforming start-ups into scale-ups, implementing robust delivery frameworks, and fostering a culture of quality, automation, and innovation. Passionate about mentoring future leaders and enabling teams to deliver impactful solutions at scale.

With 10+ years of engineering experience, I bring both strategic leadership and hands-on expertise, stepping in when needed to support teams and drive key initiatives forward. Dedicated to building scalable, high-quality software solutions while continuously improving engineering processes, delivery frameworks, and team dynamics.

Experience

Head of Engineering

Enigmatic Smile, Glasgow (Remote)
January 2024 to Present

- Led the transition from start-up to scale-up, restructuring the engineering team and creating new DevOps and QA functions to enhance automation and quality.
- Scaled the team by 11 engineers in 6 months, hiring across Mobile, Frontend, and Backend roles to support growth.
- Enabling the team for future growth with appropriate roles and empowering managers within the teams to take more ownership of their specialised area of engineering. This has already evolved into the addition of an engineering manager layer to help support myself and the core delivery teams.
- Created the foundations for a product function to be created and addition of Product Owner roles within each of the squads with SCRUM delivery processes implemented along with core engineering processes with heavy focus on quality.
- Initially was involved as a hands on engineer to aid the business to deliver the core functionality to allow us to begin to scale the teams, which was followed by a heavy push on documentation to ease onboarding for new engineers.
- Working more strategically with the executive leadership team to support the expansion of the business through technical solutions to deliver the businesses fundamental goals.
- Supporting the business in the completion of acquisitions and mergers within the first 3 months of the role and continuing with 2 completed, 1 in progress and 1 in the initial discovery stage.
- My main goal is to empower the team to be focusing on the now with clear vision on the next, whilst I focus on the longer term vision for the business and engineering by enabling a clear roadmap for next year
- Working with engineering and security to pass PCI DSS V4 across 2 different products in the business portfolio

Freelance / Founding Engineer

SCC, Glasgow (Remote)

June 2022 to Present

- This is a side project in spare time that since development does not require much maintenance. The goal of side projects is to keep myself up-to-date with current engineering tools and languages to better be informed to support my current role.
- Creation of a bespoke business management suite that offers full integration to every aspect of their business for employee management, payroll and finances, including physical hardware integrations
- A booking system that has enabled the business to expand to offer different services since implementation and seen month on month growth

Engineering Manager

RLDatix, London (Remote)

February 2022 to December 2023

- Working in a large scale healthcare technology company with a total of 500+ engineers spread across 6 countries.
- Responsible for the overall delivery of a product that is used by every NHS trust in the UK and multiple private healthcare companies across US, Canada, Saudi Arabia and Australia.
- Handling customer escalations as the technology representative to aid in hypercare where required to enable the customer to be satisfied with solutions being delivered along with continuous status reports.
- Manager of managers of multiple engineering squads with all levels of engineering including QA, Product Owners and SRE.
- Working closely with stakeholders of other functions, such as product management, quality assurance and customer success members to ensure aligned goals are being met and improved efficiency of delivery through short and long term planning with the focus of quarterly roadmap being introduced
- Responsible for implementing career leveling into the engineering team and working closely with engineers to build their own professional development plans to enable them to continuously grow their knowledge and move in the career direction they wish to pursue.
- Implementation of a mentoring program to allow people from any role to be paired up with anyone across the business.

Lead Developer

RLDatix, London (Remote)

August 2021 to February 2022

- Lead Engineer working closely with other lead engineers of squads across the business to design and implement technical solutions
- Line management of engineers within the squad and working closely with them to enable their career progression with clear goals and objectives
- Working primarily in PHP in Symfony framework, but also working in micro services that was Python, Node.js
- Restructuring architecture for cross product integrations with newly acquired business products to enable the best end user experience. The primary focus initially was on SSO and a new IDP service that would work across products.

Senior Developer

RLDatix, London (Remote)

January 2021 to August 2021

- Working within a squad focusing on feature development & regression resolution to ensure certain quality checks are met to give the engineering sign off for release.
- Collaboration with QA and Product Owners to ensure the best solution is delivered
- Focus on scalability and performance issues the product was facing during a large growth period. This included database analysis for query speed and architecture changes to appropriately split micro services into efficient queue workers. Code analysis with tools such as blackfire to identify memory leaks and actioning refactors to improve the overall code base efficiency.

Head of Backend Engineering

Parallax, Leeds

October 2016 to January 2021

- Line manager for all backend developers whilst still being hands-on with active development of client projects
- Aided to grow the team from 2 developers to 10+ and handling recruitment, appraisals and project planning for the team
- Primarily working on IoT projects to create a large platform for city wide control (SmartCities)
- Supporting project managers for requirement gathering and technical solutions for multiple projects at the same time being executed within the business
- Hands on engineering with development of the businesses own CMS solution of Expose CMS to have it rebuilt and modernised into Laravel in a package lead structure
- Building bespoke solutions for ecommerce and business management tools for multiple clients

Senior Developer

Parallax, Leeds

October 2015 to October 2016

- Primarily backend development working closely with frontend developers and designers to build websites for clients
- Development of features for both new and existing bespoke client systems / products
- Focus on moving the business to use Laravel as their primary framework to enable faster delivery and utilising the wide community of open source packages, as well as creating multiple of our own.

Web Developer

LITTLE, Leeds

May 2014 to October 2015

As the first employee of the company I created the foundations and tooling to expand the businesses offering of web development services and the expansion of the development team.

- Creation of process, tooling and framework used for bespoke website builds
- Building e-commerce and bespoke web solutions for clients
- Enabled the business to take on more complex projects and expand from standard websites to business systems as service they could offer to their clients.
- Result of the business growing from myself as their first and only employee to a team of engineers and designers

Web Developer

Rejuvenate, Leeds

March 2012 to August 2013

Completion of a placement year with Rejuvenate and continued part time work during the remainder of my university studies.

- Front & Backend Development of bespoke websites for clients
- Creation of bespoke e-commerce websites

Skills

Leadership & Engineering Management:

- People Management, Career Development, Mentorship & Coaching
- Agile, Scrum, Kanban, Product & Engineering Roadmaps

Software Engineering & Architecture:

- PHP, Python, Node.js, .NET, Laravel, Symfony
- Microservices, Event-Driven Architecture, API Development

DevOps & Cloud Infrastructure:

- AWS, Kubernetes, Docker, Terraform, Helm
- CI/CD Pipelines, Automation Testing, Observability (Datadog)

Security & Compliance:

- PCI DSS, SOC2, ISO27001 Compliance
- Secure Coding, Authentication & Authorization

Educations, Awards & Certifications

AWS Technical Professional

October 2016

BCS - The Chartered Institute for IT - Best Individual Computing Project

June 2015

2010 to 2014: Leeds Metropolitan University, BSc (Hons) Computing: 1st Class Degree.

2008 to 2010: Halewood Centre for Learning, Liverpool, A Level subjects included: ICT, Business, Psychology and General Studies.

2003 to 2008: Halewood College, Halewood, 11 GCSEs including: ICT (B), English Language (B), Math (C).

Interests

- I enjoy charity work – I completed a Coast-To-Coast walk for Cancer Research UK which involved walking over 200 miles. I have also organised the 'Free food for those who need it most' fundraising for 4 years raising a total of £3,000 to buy food and supplies for a local homeless charity. This also involved taking over their kitchen to cook and serve over 150 meals each year.