

People-Focused Engineering Manager • History Building Teams & Hiring at Scale
10+ Years Software Engineering Experience • 6+ Years Engineering Management Experience
Finance Experience (PCI, PII) • Empathy-Driven Line Management • Manager of Managers
Computer Science Background (Algorithms) • Proven Services Architect • Public Speaking

"Matt has excelled at hiring into his teams... Matt is definitely a people-led manager."

– Dan McNeil

Director of Engineering, ComplyAdvantage
Direct Manager, January 2020 – October 2021

"a creative problem solver with strong communication skills and the ability to thrive with uncertainty."

– Andrew Miller

VP Engineering, SilverRail Technologies
Direct Manager, July 2018 – January 2019

PERSONAL STATEMENT

With over 10 years experience as a hands-on Software Engineer, over 6 years experience in Engineering Leadership, I am a highly effective Senior Engineering Manager now looking for a new role. Through my career I have preferred working for mid-stage startups ("scale-ups"), and developed a specific expertise in tackling their typical challenges. One of my favourite responsibilities in a growing company is identifying star performers and providing them with opportunities to progress by leading newly spun-up teams or initiatives. It is always a delight in seeing individuals grow to meet new challenges, and I have found that startups are ideal environments to enact these growth opportunities. I am also a passionate advocate for diverse teams.

Outside of work, I have had the desire to use the privileged position I find myself in the technology industry to also "give back". In 2021, I began volunteering for "Code 4000", a charity teaching coding skills to people in HM prison custody. I have found this humbling, fulfilling and a strong compliment to my engineering and people skills.

Outside of technology, I am a keen traveller and adventure cyclist, my greatest achievement being travelling by bicycle across the entire USA, from NYC to Seattle (<http://usa2015.mattjackson.uk>).

PREVIOUS EMPLOYMENT

Engineering Manager

December 2022 – Present

Tarabut

Remote

Key Achievements:

- Designing Hiring Processes
- Architecting Organisational Change
- Introducing On-Call Support
- Empowering Teams

Key Challenges:

- Performance Management
- Navigating Redundancies

Tarabut is an Open Banking startup serving the nascent MENA banking region.

At Tarabut, I line-managed 3 stream-aligned teams with a peak of 14 direct reports. Under my support, these teams delivered a number of "tentpole" features, including Transaction Persistence, Transaction Categorisation, Arabic Translation, Product Whitelabelling, and Salary Identification.

My time at Tarabut was also a period of organisational transformation, with a number of teams spinning up, or being reshuffled. The opportunity of this as an Engineering Manager is in creating the mentoring conditions for team members to take on new responsibilities and further their careers. I also had the pleasure of crafting a hiring process for Tarabut, which was then used to make key strategic hires in an otherwise challenging economic environment.

The largest challenge in my time at Tarabut was the necessity in making difficult decisions in supporting teams through multiple rounds of redundancies, as well as a number of brushes with formal performance management. In these instances I found it is important to remain fair and empathy-driven in order to arrive at the best outcomes for both the business and the individuals affected.

PREVIOUS EMPLOYMENT (CONTINUED)

Engineering Manager & Tech Lead

August 2019 – November 2022

ComplyAdvantage
London, UK

ComplyAdvantage is a FinTech startup building compliance tools to enable tackling of financial crime through Transaction Monitoring and Screening.

In my time at ComplyAdvantage, I, orchestrated delivery of Payment Screening, Multi-Factor Authentication, a “KYC for Business” feature (“KYB”), and an extended “CJK” transliteration project for ComplyAdvantage’s Screening backend.

Key Achievements:

- High Volume Hiring
- Progression Frameworks
- Supporting Key Deliveries
- Managing other Managers

My time at ComplyAdvantage was also a period of significant organisational growth, in which I played a pivotal role. I built the hiring process, then conducted over 160 interviews throughout 2021. For my effort, I directly hired 18 candidates into my teams over that year, and sat on the hiring panel for many more. At peak, I directly managed 18 individuals across 4 teams, including managing other managers.

Key Challenges:

- Performance Management
- 2020 Remote-work Transition

I also dealt with many broader Engineering organisational challenges, including building Growth Pathways, dealing with performance issues in teams, and addressing employee retention challenges.

Engineering Lead

May 2017 – July 2019

SilverRail Technologies
(an Expedia company)
London, UK

SilverRail is a rail API services company majority-owned by Expedia Group.

At SilverRail I operated as the Engineering Lead for the Account-Based Ticketing team (“ABT”, think “Oyster for rail”). This involved hiring and managing a team of 6 engineers, and directing development of mobile apps on both iOS and Android. I also single-handedly designed, architected, and built the ABT backend services, which included complex algorithmic work on “best fare finding”, and integration with payment services for ticket purchasing.

Key Achievements:

- Technical Architecture
- Algorithm Research/Application

The project culminated in a live trial on Chiltern Railways, with mobile apps available for both iOS and Android, and ticket-gate hardware integration.

Backend Engineer & Team Lead

October 2014 – April 2017

Lyst
London, UK

Lyst is a fashion-technology startup aiming to bring the insights of ML and big data to the world of fashion.

At Lyst my responsibilities included Backend Engineering with Python, and Team Leadership of the Mobile and Discovery teams. Significant projects included a relaunch of the Lyst mobile app, and the companies first homepage integration of Machine Learning-powered recommendations.

Global Radio (London, UK) - **Software Developer**, February 2012 – October 2014

Zugo Services Ltd (London, UK) - **Software Developer**, November 2010 – January 2012

Context Business Ltd (London, UK) - **Software Developer**, June 2009 – November 2010

Solution 7 Ltd (Oxford, UK) - **Software Developer**, June 2007 – July 2008

EDUCATION

Oxford Brookes University
September 2005 – May 2009

1st Class Honours, Mathematical Computer Science BSc (Honours)

Dissertation Entitled:

A Comparison of the Functional and Imperative Programming Paradigms Using the Logic and Number Puzzle KenKen.

Oxford, UK

References available on request

The canonical version of this Curriculum Vitae is available at <http://cv.mattjackson.uk>