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PAUL JAMES

ABOUT ME

I am an experienced and driven head of development, project manager and solutions architect with a proven track record of delivering large scale, complex projects to plan and deadline.

I am a creative thinker, innovator and problem solver, able to find best in class solutions and conceptualize and deliver game-changing technology to exploit gaps in the market and revolutionize my employer's offering.

I am looking for an opportunity to combine these strengths into one role where I can push the limits of what I, my new employer and their whole business sector can do. Put simply: I want to have an impact.

EXPERIENCE

CTO & HEAD OF DEVELOPMENT – APTOLOGY INC

Aug 2016 – Jan 2017

Aptology is an exciting Silicon Valley tech start-up. They are using big data analytics and cutting edge predictive modelling to create a suite of disruptive and truly innovative products for the psychometrics industry.

I was engaged to help form the company and get things up and running. I oversaw everything involving the technical side of the company, including tasks such as:

- Forming a development team from scratch

- Designing and implementing their entire IT infrastructure

- Defining their IT strategy and roadmap for development for the next year

- Researching best in breed technologies to create an overall mix designed to support the above.

It was a very fluid and freeform experience but I found it rewarding and enjoyed the high pressure environment and subject matter enormously.

HEAD OF DEVELOPMENT - THOMAS INTERNATIONAL

May 2011 – July 2016

Thomas is a market leading global assessment provider, selling a range of products in to markets all around the world, primarily over the internet.

I was responsible for managing Thomas's online portfolio, planning and delivering strategic IT projects, managing teams of developers and QA testers and liaising with senior management and clients to ensure the tasks in hand were completed successfully.

Key achievements:

- Set up a successful software development division from scratch. Upon joining Thomas my first task was to establish a new facility for R&D and innovation and

bring our development and QA efforts onshore. As well as hand picking the team I also implemented processes and procedures throughout the entire company that professionalized the way that they work with IT and put it at the centre of their business strategy.

- Integral member of the company's Innovation Team (Research and Development committee), which delivered several high impact new products and innovations from conception to launch. The Innovation team was the key idea generation hub at Thomas and helped shape blue sky discussions at all levels of the business.

- Oversaw, designed and organized the development of a complete new web infrastructure for the company based on cutting edge technology. Including:
  - An award winning multinational marketing website which is currently being rolled out in 37 languages and over 60 regions around the world.
  - A platform to share our ideas with our clients, allowing them to trial and contribute to the development of new products and proof-of-concept trials, thus enabling them to have a hand in shaping the future course of our company.
  - A brand new iteration of the company's online product suite totake advantage of new technology, introduce mobile compatibility and make them much easier to use. The main goal of the project was to put more power and choice in to the hands of our clients.

DIRECTOR – EXCELIUM LIMITED

Feb 2008 – May 2011

Excelium was a company I created with a colleague to provide websites and technical solutions to our growing list of personal clients and partners. We both found ourselves to be in demand for a variety of work and wanted to create a central branded entity to work through.

Highlights of my time at Excelium include:

- Creating a multilingual marketing website for a major European childcare brand,
- Working on a brand new website for the International Olympic Committee in the run up to 2012
- Leading a team to deliver an enterprise scale supply chain management system for the rail industry against very tight timescales.

SENIOR SOFTWARE DEVELOPER – BUSINESS & DECISION / DOMINO SYSTEMS

August 2002 – Feb 2008

B&D (formerly Domino Systems) was an award winning web design agency delivering websites and e-commerce platforms to a range of well-known brands and blue chip clients.

I joined B&D (formerly Domino Systems) as a software developer but quickly rose through the ranks to a senior position, providing leadership and technical guidance to a range of projects for clients including Neff, Bosch, Kraft foods, Rotary watches, Fujitsu Siemens, Barclays, MBNA and the Subaru World Rally Team. The latter project won the company an award for a ground breaking real-time results system that was the first of its kind to bring split and stage times to the fans as the action was unfolding.

EDUCATION & AWARDS	• BSc(Hons) Computer Science - University of Kent at Canterbury
	• Microsoft certified application developer
	• Currently studying for Prince 2 practitioner certification
	• Various company awards at Thomas including employee of the year, bright ideas award for innovation and team of the year twice.
	• Certified PPA practitioner

AT HOME — Outside of work I enjoy spending time with my family. I'm also a keen musician, playing drums and guitar, an avid gamer (having developed several small games myself in my spare time) and also help out on the family farm to unwind… an odd mix I know!

REFERENCES — Available on request