

Nick Bennett

Engineering Manager

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Profile

Engineering manager with over two decades of hands-on software engineering experience and seven years of first-line management within a high-growth SaaS company. Proven record of building high-performing, motivated teams and delivering complex platform features — from event-driven orchestration systems to large-scale client integrations — under demanding conditions. Brings deep full-stack technical depth, enabling confident participation in architecture discussions, code review, and trade-off decisions without becoming the critical path. Thrives in fast-moving product organisations where technical rigour and cross-functional alignment matter equally.

EXPERIENCE

Cutover, London — *Team Lead/Manager*

July 2019 - PRESENT

Cutover is a SaaS platform enabling enterprises to standardise, orchestrate, and automate operational processes, including disaster recovery and major change events.

- Maintained team morale and technical direction through sustained company-wide challenges; contributed to strategic roadmap discussions with senior stakeholders to ensure continued delivery alignment
- Oversaw delivery of incident response capabilities — including live execution editing, a real-time activity feed, and embedded third-party app integration — enabling a major bank to decommission its in-house solution
- Led the linked runbook project, designing a pub/sub event queue architecture to synchronise communication between related runbooks, maximising reliability and performance for clients during large-scale orchestrated events
- Introduced spec-driven development using agentic workflows: authored multi-stage requirement specs with Mermaid diagrams, secured cross-stakeholder sign-off, and automated Jira ticket creation via the Atlassian MCP server
- Implemented RBAC across centralised teams for template reviewer permissioning, including role and member auditing with targeted exceptions for clients' operating team mirroring at scale

SKILLS

Management skills

1-to-1s, Performance reviews, Career development, Release management, Agile facilitation

Languages

TypeScript, JavaScript, NodeJS, Python, PHP, Ruby, Bash

Frontend

React, ReactQuery, Angular, AngularJS, SocketIO

Backend & Architecture

Event-driven systems, Pub/sub queues, RabbitMQ, REST APIs, Microservices

Databases

PostgreSQL, MongoDB, MySQL

DevOps & Tooling

Git, Docker, AWS, CI/CD, JIRA, Atlassian MCP

Principles

TDD, Clean Architecture, SOLID Principles, Agile, Scrum, Kanban

- Architected a multi-user approval flow for template reviews, re-modelling a one-to-many relationship and executing a parallel deployment to ensure zero disruption to existing workflows
- Led the AngularJS to React migration, enforcing separation of business logic from view logic to enable comprehensive unit testing and accelerate ongoing development

GoHenry (Contract), London — Senior Software Engineer

June 2018 - July 2019

GoHenry provides prepaid debit cards for children, managed by guardians via a mobile app.

- Decoupled a monolithic application into pub/sub queues using RabbitMQ, laying the architectural foundation for a full microservices rewrite
- Enabled Google Pay and Apple Pay by engineering child-to-adult account sync processes via the FIS SOAP Gateway
- Contributed to shaping Agile practices across the engineering team

AJ Bell (Contract), London — Senior Software Engineer

June 2016 - June 2018

AJ Bell is a self-service investment platform for ISA, SIPP, and dealing account management.

- Spearheaded a new customer onboarding workflow using PHP ZF2 and Handlebars, integrating identity and address verification via third-party SOAP and JSON APIs; reduced registration friction and increased new business conversion
- Developed an Open Banking prototype using Docker, OAuth, and PHP Lumen to demonstrate secure third-party data integration to senior stakeholders
- Introduced PHPUnit and Protractor to the team, establishing test-driven development practices from scratch

Interactive Investor, London — Scrum Master | Engineer

April 2014 - June 2016

Interactive Investor is a self-service retail investment platform.

- Served as Scrum Master for the UX replatforming project; established Jira boards, ran all Agile ceremonies, re-worked team processes, and promoted Agile principles across the wider business
- Built complex real-time trading functionality from scratch using Angular, NodeJS, and Socket.io; delivered a white-label platform for The Telegraph

Training

AWS

Certified AI Cloud Practitioner - 2026

AWS

Certified Cloud Practitioner - 2019

AJ Bell

ITIL Foundation - 2017

Raymond James

Agile Project Management - 2013

IAQ - 2011

Education

De Montfort University

Media Technology BSc - 2001

Cecil Jones

A Levels Maths and Science - 1998

GCSE's - 1996

Raymond James Investment Services, London — Manager/Senior Engineer

Oct 2008 - April 2014

Raymond James provides IT infrastructure, compliance support, and tooling for independent wealth managers.

- Adopted Scrum Master responsibilities for the Payroll project; introduced Agile processes, mentored junior developers, and conducted team appraisals and performance reviews
- Architected Investor Access — a secure portal for clients to view cash and stock holdings — and designed the bespoke MVC framework underpinning all RJIS internal tooling

Digital Look, London — Engineer

April 2006 - Oct 2008

FTSE market data platform serving retail investors.

- Took the lead on multiple projects, including a full site redesign and international white-label expansion