



Adam Mellor

Engineering Leader in Full stack web development and Agile Fanatic

Education

First Class Hons BSc Computer Science
Teesside University
2011 - 2015

Certification

Certified ScrumMaster
Scrum Alliance
2020

Interests

- **Cooking** - Perfecting the roast potato and Yorkshire pudding
- **Gaming** - It's what tables and screens were built for!
- **Home Automation** - Building efficiency into my day to day

CONTACT

📞 07979514153

✉ a.mellor91@gmail.com

📍 Durham, UK

ABOUT ME

Culture is the most important thing in my eyes, a company's culture is the lens that all decisions are made through. My focus is always on creating a culture of trust, empathy and focus. I help teams concentrate on what truly matters: delivering working, valuable software.

With a solid technical background, I can quickly build trust with technical teams through guiding implementations, addressing technical debt and driving innovation. I bring high energy and enthusiasm, fostering a collaborative and enjoyable environment where everyone can do their best work.

My leadership style is all about empowering teams, encouraging innovation, and achieving great results together.

Experience

Head of Development | Apr 2023 - Present

3t Digital | Newcastle

At 3t Digital, I was promoted to lead 6 teams with 23 remote first Developers, QAs and Technical Leads in multiple locations, specifically Eastern Europe, UK and India. I supported the team with technical delivery, system design and coaching. I was also a key point of contact for supporting directly with customer calls, demos and technical expertise.

Responsibilities:

- Managing both in-house and offshore contractor resources
- Implementing scaled agile methodologies to fit multiple teams
- Guiding development practices and coaching 6 team leads
- Exploring and supporting proof of concept development
- Providing oversight and an escalation point for personal and technical issues
- Ensuring throughput balanced with quality and reliability
- Collaboration with product teams for roadmap design and delivery expertise

Key Projects:

- Implementing Dora Metrics: I set up metrics to track and boost our development performance, increasing our deployment frequency from a couple of times a month to over 60 deployments in the same time period.
- Establishing a support strategy from scratch: I built a solid support strategy to manage software maintenance and troubleshooting, ensuring minimal disruption for our users while maintaining developer throughput.
- Delivering the new platform's Minimum Marketable Product (MMP): Together with the CTO, Head of Product, and Head of Architecture, I spearheaded the development of a greenfield platform. This initiative enabled the migration of initial customers with basic needs, laying the foundation for future enhancements.
- Implementing a skills assessment foundation for all technical roles: Using SFIA as the framework, I aligned the expectations of every technical role in the company and provided the tools for self-assessment and discussions with team leads. This effort led to two promotions from within the existing teams.

References Available on request

Technical Lead | Sep 2022 - Apr 2023

3t Digital | Newcastle

In my role as Technical Lead at 3t, I was tasked with transitioning a legacy .NET team of 3 developers and a QA to embrace cloud-based serverless technologies. Later, I lead the central platform team, focusing on providing a vital backbone to a brand new platform.

Responsibilities:

- Overseeing both front-end and backend development
- Guiding a monolithic .NET team towards serverless technologies
- Leading a team of developers and testers
- Delivering software solutions as part of larger projects

Key projects:

- Competency Assessment Form Sync: I automated the synchronization of assessment forms, enhancing data accuracy and efficiency using serverless technologies within a legacy system.
- Implementing a foundation for Micro-frontends: I laid down a scalable architecture for independent front-end deployments, using a custom build root front end and stencil web component libraries.
- Implementing Feature flagging: I enabled controlled feature rollouts and reduced dependencies for technical and product releases using Launch Darkly.
- Implementing Low code admin dashboard (Retool): I developed a customizable admin interface to streamline internal operations by adapting system APIs and processes, saving months of developer effort.
- Refactor POC authentication and authorization systems: I improved the security and performance of authentication processes by refactoring the initial proof of concept that became load-bearing.

Technical Lead | Jun 2021 - Sep 2022

WorkCast | Houghton-le-Spring

My focus at WorkCast was modernizing the webinar/virtual event platform and leading the cross functional product and platform team in resolving large amounts of technical debt written during a frantic boom phase caused by the COVID-19 pandemic while maintaining feature delivery.

Responsibilities:

- Led full-stack web development teams implementing a strangler approach to modernizing the webinar platform
- Improved system reliability and performance with modern software practices
- Developed technical strategies around automation and increasing long-term development velocity
- Managed hiring and team development transitioning from .NET to TypeScript
- Built internal developer tooling for continuous integration and testing

Key projects:

- Implementing an innovation initiative: Created a space for developers to explore and prototype new technologies and features, leading to several successful implementations including a new video editor
- Modernizing platform release process: Introduced automated testing and deployment pipelines, reducing release time from weeks to hours
- Transitioning on-premises server applications to the cloud: Successfully migrated legacy .NET applications to AWS cloud services, improving scalability and reducing operational costs
- Open source Event-based Test helper: Created and published an open-source testing library for event-driven architectures, simplifying integration testing and improving test coverage across the platform

Agile Delivery Lead | Aug 2020 - Jun 2021

Causeway Technologies | Middlesbrough

As an Agile Delivery Lead at Causeway Technologies, I managed two cross-functional teams consisting of 8 .NET developers and 2 QA engineers and a product owner. There was approximately a 50/50 split between UK and India based developers. I acted as both Scrum Master and Delivery Manager, facilitating agile ceremonies while ensuring successful project delivery.

Responsibilities:

- Manage Scrum process and ceremonies, including backlog collaboration and sprint goal setting
- Assess and coach team on Agile maturity, supporting release planning and improving Scrum application
- Provide leadership, resolve conflicts, and foster a high-performing team environment
- Conduct regular team meetings, one-on-one sessions, and mentor team members in their professional development

Delivery Team Leader | Feb 2019 - Aug 2020

Leighton | Houghton-le-Spring

As Delivery Team Leader, my time was split between managing a team of 5 developers split between external client contract work and bespoke product development and acting as technical lead for a number of projects, including delivering an internal expenses platform written from the ground up.

Responsibilities:

- Support head of development with enforcing best practices for software delivery
- Conducting performance reviews
- Managing team priorities
- Technical leadership and support
- Leading technical and cultural interviews
- Leading Agile and Scrum ceremonies
- Maintaining team morale
- Technical evaluation of external tools for internal and client use

Software Engineer | Apr 2018 - Feb 2019

Leighton | Houghton-le-Spring

As a Software Engineer, I initially started working as a contractor for British Airways working on changes required by the GDPR legislation. I then moved across to working with the Custom Software Business Unit delivering a new entry platform for the Great Run Company.

Responsibilities:

- Working in an Agile team to deliver bespoke solutions
- Taking part in Agile ceremonies
- Coaching Junior Developers and performing code reviews
- Delivering quality web applications through fullstack development
- Providing Technical estimates
- Technical solutioning
- Taking part in customer demos and implementing feedback

Lead Plant Mobile Applications Developer | Dec 2017 - Apr 2018

Sabisu | Redcar

As an Agile Delivery Lead at Causeway Technologies, I managed two cross-functional teams consisting of .NET developers and QA engineers. I acted as both Scrum Master and Delivery Manager, facilitating agile ceremonies while ensuring successful project delivery.

Responsibilities:

- Native and hybrid mobile Development
- Supporting junior developers learning Android development
- Supporting the rollout of handheld devices with hardware and software support
- Bespoke system design working with Business Analysts
- Deadline driven delivery with tight timescales and dependencies

Applications Developer | May 2016 - Dec 2017

Sabisu | Redcar

After completing my final year, I was hired by a company with close ties to SABIC into their team focused on providing bespoke solutions to multiple petrochemical companies based around Redcar.

Responsibilities:

- Fullstack development working on multiple projects in a given week
- Answering and following up on support calls
- Traveling directly to customers for demos and workshops
- Bespoke system design working with Business Analysts
- Working with manual Regression and System testing

Junior Applications Developer | Jun 2014 - Sep 2015

SABIC | Redcar

I was selected with another student for a placement year at SABIC in Redcar, we were the sole full-stack web developers responsible for maintaining inhouse efficiency tooling and working within the Automation team to create new software automation solutions.

Responsibilities:

- Fixing bugs and maintaining legacy .NET 3.5 systems available to 100+ site staff
- Providing Technical support to less savvy plant workers
- Providing solutions for process automation working with an internal Business Analyst
- Assessing and delivering internal stakeholder requirements in Business intelligence platforms

Side Projects

I enjoy building side projects to explore new technologies and solve interesting problems. Here are some from the last couple of years I'm particularly proud of:

Event Driven Toolkit - eventdriven.tools - A developer tool built to help teams work with AWS EventBridge events more easily. It provides a clean interface for triggering and monitoring event streams, built using Tauri and SST.

Who Would Win in a Fight? – www.wiaf.com - A fun project where I experimented with ChatGPT's API and SST. Users can pit any two fighters against each other and get AI-generated predictions of who would win.

My CV Site – cv.adamellor.com - Built from an open-source Jekyll template, enhanced with BitBucket CI and AWS hosting to create this interactive version of my CV.