

## **Michael Brinsley Harris**

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Since graduating from university in 1993, I have gained considerable experience across a broad sweep of software engineering, computing and IT. In 1996 I co-founded my own successful software development business, and held the post of Managing Director. As a consequence of this, and of my recent role as Head of IT for PWG, I am well versed in the managerial side of business, as well the legal and financial aspects, which together comprise the supervisory tasks of CEO. I particularly enjoy meeting people and I place great importance on the nurturing and careful management of company/client relationships.

I am very enthusiastic about Agile and Lean approaches, both to software development, and to business in general. With a strong background in programming, I am keen to foster teams to adopt Clean Code principles and to treat their profession as a craft. I am interested in how to deal with legacy systems, and where Agile/XP practices, such as refactoring and test driven development, can help improve, stabilise, maintain, or replace them. I am a member of the Oxford Drupal Users and Swindon Agile Practitioners Meetup Groups and a regular attendee of the annual Agile On The Beach conference and will be presenting there in July.

### **Education & Employment Summary**

2016-2017	MAPLE TREE ENERGY MANAGEMENT LTD Software engineer and Agile coach
2011-2016	THE PERFORMANCE WINDOW GROUP Head of IT and Agile Product Owner
2008-2011	SELF-EMPLOYED Freelance software engineer and project manager
2009-2010	PEOPLE & PLANET LIMITED IT Manager
1996-2008	PSAND LIMITED Director, account manager, software engineer and analyst
1997-1998	BNP PARIBAS Software integration analyst
1995-1996	PINNACLE HOUSING LIMITED Windows and Novell support technician
1991-1992	UNISYS PLC CTOS Technical Support Engineer
1989-1993	UNIVERSITY OF THE WEST OF ENGLAND, BRISTOL Upper Second-class B.Sc. Hons. in Computing for Real-Time Systems.
1987-1989	WESTON COLLEGE, WESTON-SUPER-MARE A levels in Maths, Physics and Electronics
1982-1987	WYVERN COMPREHENSIVE SCHOOL, WESTON-SUPER-MARE O levels in Maths, Statistics, Physics, Biology, Chemistry and English.

## **Skills Summary**

**General:** Design and implementation of both technical and organisational systems and processes. Experienced at analysis, presentation, project planning and management. Good empathy skills with end users and ability to teach and document technical subjects in a layman's language. Broad IT and computing experience facilitating a short learning curve for new technologies. Strong belief in good documentation and use of version control. Experience of liaison between teams of developers and designers, and clients.

**Technical:** Systems administration of UNIX/Linux, Windows and Mac OS X; TCP/IP, DNS and other network protocols; Programming in C, C++, Ada, OCCAM, Java, COBOL, Perl, Python, JavaScript and NodeJS; web using HTML, HTML5, CSS, and jQuery; version control with CVS and Git; Familiarity with MEAN and similar modern stack development with AngularJS and React.js; Test Driven Development with Gradle, Selenium, Jenkins, Maven, Capybara, and Mocha; Clean Code and SOLID principals; refactoring and working with legacy code.

**Methodology:** Structured analysis and design; experienced at systems and requirements analysis and writing of functional and technical specification documents; project planning and technical resource management. Agile and Lean software development and project management using Kanban and Scrum techniques, as well as classic waterfall approaches employing Gantt charts and resource planning.

**Languages:** English native speaker. Fluent in Spanish. Upper-intermediate level Catalan.

## **Personal**

I have a general interest in computing, the Internet, information technology and advances in the fields of science. I enjoy keeping up to date with the latest developments and their potential application as well as the challenges that the so called Information Society presents to us.

I am a member of the technical steering committee at Bristol Wireless and work to act as a mentor for other members and promote this project that aims to bring low-cost computing to the masses through its innovative refurbishment projects as well as the promotion of a city-wide network to connect people and public spaces in order to share ideas.

For several years I have been an active supporter of building networks for grassroots change using the power of communication. In 2008, I founded a UK-wide group that focuses on the technical needs of grassroots campaigners in the UK by holding semi-regular national gatherings. As part of this project, I have also organised a number of out-door events aimed at skill-sharing, bringing people together and building trust networks, most notably BarnCamp. From 1999 to 2006 I lived in Catalunya, Spain, where I was co-founder of Dorkbot Barcelona, a regular public event for the promotion of projects in the area of electronics, art and sociology. Upon moving back to the UK, I curated the Dorkbot Bristol meetings for just over a year, and these led to establishing a non-profit organisation to manage a permanent Hackspace in Bristol. I helped set up the company and mentored it's transition to a fully functional co-operative that now has over 60 paying members.

In my spare time I enjoy playing music as well as reading, walking, gardening and other activities. I enjoy travelling and in 2016 I took a career break for several months, visiting Russia, Mongolia, Japan and Australia with my wife. Since learning two second languages, I have become more interested in languages in general and hope to learn others in the future.

**References available upon request**

### **Detailed employment history**

Company: MAPLE TREE ENEGRY MANAGEMENT LTD  
Position: Software engineer and Agile coach  
Period: October 2016 – February 2017

I was contracted to work for Maple Tree to join their software development team and work on their Loop domestic energy on-line monitoring devices. As well as working as a software engineer and developer, I also had the responsibility of mentoring an existing member of staff to fulfil the role of development team leader. Day-to-day I worked as a software engineer using Agile principals, especially Kanban, Test Driven Development, Pair Programming, Mob Programming and Clean Code to develop software in multiple languages (Python, Java, NodeJS, PHP and Drupal). I was also involved in managing and deploying within their continuous delivery and continuous integration systems running on AWS. During the time I was there I had regular sessions with the new team lead to help guide them with business, management and Lean/Agile practices. My key achievements were:

- Joined and integrated into successful Agile development team.
- Acquired new knowledge of AWS and associated services, such as Datadog and Go.
- Acquired new programming skills in NodeJS, Java and Python in short period of time.
- Encouraged and reinforced use of Agile practices within the team.
- Coached a member of staff in management and business practices.
- Implemented a recycling system and improved cleanliness in common office areas.

Company: THE PERFORMANCE WINDOW GROUP  
Position: Head of IT and Agile Product Owner  
Period: May 2011 – April 2016

Having initially worked for PWG as a freelance Drupal 7 and JavaScript developer, in November 2013 I was taken on full-time to lead the software development team and manage IT policy within the company. This was during a critical time as the company separated from it's sister company, Mumford & Wood, and I created a new department to meet the company's needs and held a position on the company's board. I standardised IT desktop and services policy and out-sourced support so that the in-house team could focus on development. I also stabilised development through the introduction of Agile methodologies, version control, documentation, and other processes to foster a more stable, predictable team environment.

Heading up the development of PWG's on-line quoting system, Aperture, I assumed the role of Product Owner and recruited an outside consultant to transition the development and management teams to using an Agile approach to software development. Day to day I was involved in story writing, team planning, regular prioritisation and backlog grooming, reviews and retrospectives, software development in Perl/MOOSE, Drupal, JavaScript and Node.js, architecture design, and fostering a safe environment for knowledge sharing. In addition, I held responsibilities of line manager for my team and held frequent performance reviews as well as recruitment and training. My key achievements were:

- Defined IT policy within the company, and contracted out day-to-day desktop support and network server management to a third party provider.
- Recruited developers and testers for software development team.
- Performed line-management of team through performance reviews.
- Defined development team roles and facilitated training for staff.
- Provided training to staff on a number of themes, including use of Git and Linux.
- Transformed the team to an Agile software development team that employed TDD, BDD, aspects of Scrum and Kanban, and SOLID principles for software development.
- Established Virtual Machines with development, staging, pre-production and production environments. Standardised software stack and builds, implemented server provisioning with Puppet, and Jenkins for Continuous Integration.

- Introduced pair programming and mob programming and fostered their adoption.
- Established a stake-holder Product Steering Group involving board members.
- Worked with stake-holders to establish Product Vision and Definition of Done.
- Defined documentation policy and documented systems and processes.
- Introduced version control systems into the development team.
- Delivered Drupal, JavaScript, HTML, CSS solution for customer engagement.
- Adopted use of LeanKit Kanban board for project management.

Company: SELF-EMPLOYED  
Position: Freelance software engineer and project manager  
Period: May 2008 – May 2011

After leaving Psand and during my period of working for People & Planet, I provided independent IT consultancy to a number of clients, including the marketing agency Mason-Zimble, where I was a technical analyst on a new web portal for Toshiba UK's consumer products division; the Imperial War Museum, where I provided onsite technical support for conferences; Bristol Wireless, where I managed a project to roll-out street-level wireless access and developed a web portal in Drupal 5; and Circle Interactive, where I undertook the project management of the development and roll-out of a number of Drupal and CiviCRM projects.

Company: CIRCLE INTERACTIVE  
Position: Freelance IT analyst and online projects manager  
Period: November 2010 – May 2011

Whilst being self-employed, I worked for a time on a number of projects for a Bristol based new media company specialising in providing systems built on Drupal and CiviCRM. I was involved in the tendering for new work and subsequent management of projects for various non-profit organisations. My key achievements were:

- Managed development project leading to successful delivery of web portal for community groups and organisations in Manchester.
- Worked on tender for new web portal for Groundwork UK, which was won by Circle.

Company: PEOPLE & PLANET LIMITED  
Position: IT Manager  
Period: January 2009 – May 2010

I worked part-time for People & Planet, a UK-wide student campaigning NGO, whilst I looked to develop a new customer base for self-employment. My day-to-day responsibilities at People & Planet included defining IT policy, ensuring a good level of documentation of the IT systems, providing support to a number of national events, and liaising with and supporting staff with their IT needs for a number of environmental and fair-trade campaigns that they were running at the time. My key achievements were:

- Defined and rolled-out standardised desktop policy.
- Defined and rolled-out user security and email encryption policies.
- Created web technologies steering group, which helped the organisation adopt and harness social media and run successful campaigns.
- Delivered an on-line blogging platform in PHP, JavaScript, HTML, CSS and Wordpress for University students.
- Delivered IT and technical support services and logistics at conferences.
- Defined and rolled-out server platforms running Linux.
- Migrated email services from in-house servers to third-party company.
- Defined documentation policy and documented systems and processes.

Company: SKY ROCK COMMUNICATIONS LIMITED  
Position: Technical director  
Period: August 2006 – March 2007

Skyrock were both a direct marketing agency and ISP. During a transitional period in their operations, and on secondment from Psand, I was responsible for defining and implementing technical policy as well as auditing and streamlining the existing on-line business where I was able to make significant improvements to service whilst at the same making cost savings. I was also jointly responsible for assessing new freelance staff and their applicability to work on future projects. My key achievements were:

- Rationalised ISP infrastructure saving money and providing improved up time.
- Defined ongoing IT strategy and approach to delivery of web solutions.
- Delivered key online marketing projects for clients such as HiPP Organics and Lexus, including being involved in development in PHP, HTML, CSS and JavaScript.

Company: PSAND LIMITED  
Position: Director, account manager, software engineer and analyst.  
Period: September 1996 – May 2008

I was a founding director, CEO and chief customer liaison for this company specialising in bespoke content management systems for major clients, including BMW, Alfa Romeo, ActionAid and Universal Music. We worked primarily in conjunction with marketing and new media agencies with whom I spent much of my time fostering and developing relationships. This produced a strong synergy between the technically-led skill-sets of Psand and the marketing and PR leaning of our partners. I often worked directly with the end clients, as well as in conjunction with, or as a representative of, our partners. Although I enjoyed the technical challenges involved, my main interest was in the area of customer relations. During my tenure I was responsible for working with clients to scope projects and produce project specifications and managed the delivery of the technical part of the project, liaising between the end client, our partners, our own sub-contracted programmers and designers, and other third party suppliers. My key achievements were:

- Defined general company and operational strategies.
- Managed client accounts and brought new business into the company.
- Defined documentation system and documented systems and processes.
- Successfully delivered several web based projects to high profile customers.
- Designed and programmed Changing Pages CMS, in ColdFusion and then in Perl.
- Designed and programmed an e-commerce solution in PHP, HTML, CSS, and JavaScript for a specialist Barcelona-based record company.

Company: BNP PARIBAS  
Position: Software Integration Analyst (contract)  
Period: October 1997 – April 1998

I worked between London and Paris as part of a team within a Windows NT 4 infrastructure rollout project to ten thousand users worldwide. I was responsible for planning and executing some training courses to teach the methodology and liaising with my counterparts in France towards the adoption and correct implementation of standards. My key achievements were:

- Defined and documented standard software packaging policy and deployment mechanism used by global teams.
- Provided staff training in London and Paris on the above.
- Established internal on-line database of applications using Microsoft Active Server Pages and SQL Server.
- Specialised in packaging of X-Server products under NT based on my previous Unix and X experience.

Company: PINNACLE HOUSING LIMITED  
Position: Windows & Novell Support Technician  
Period: February 1995 – August 1996

I was responsible for technical support on a day-to-day, supporting five offices and 150 staff around the south of England. As well as organising and planning the training for staff, I standardised IT systems and desktops and implemented new IT policies. My key achievements were:

- Implemented Internet email services for all staff.
- Defined desktop support policy and service level agreements.
- Defined standardised desktop policy and roll-out.
- Rolled-out technology for new offices in Southampton, London and Wallingford.

Company: UNISYS PLC  
Position: CTOS Technical Support Engineer  
Period: July 1991 – July 1992

This was the placement year as part of my degree course in Computing for Real-Time System at what was then Bristol Polytechnic. I spent the year working for Unisys supporting their CTOS customers in their UK customer services centre in Milton Keynes.