



Joseph Earl

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Values

Through 12 years of professional experience in software delivery and leadership roles, I have found that good software is delivered through close customer collaboration and a happy workforce. Guided by the Lean and Agile philosophies, I continuously seek opportunities to learn and improve. My commitment to continuous improvement and respect for people fosters an environment that fuels innovation, collaboration, and growth. I firmly believe that empathy towards customers is essential for all team members, as is the ability to respond quickly to their demands through practices like DevOps and continuous deployment.

Experience

2023-Now Principal Software Engineer @ Motability Operations

Delivering the Motability Scheme online account to our 700,000+ customers allowing them to manage their lease online. Improving software delivery and engineering practices across our digital product teams.

Responsible for: Leading teams, coaching, technical architecture and stack, operations, innovation. Hands-on.

2022-2023 Principal Technical Consultant @ Waracle

Strategy and innovation for some of the UK's most pioneering clean tech startups and largest financial services and energy providers.

Responsible for: Helping to grow account relationships, developing the brand as a leader in thought leadership, leading consulting engagements, supporting sales & pre-sales.

2016-2022 Lead Technical Consultant @ Thoughtworks

Large scale technology modernisation, capability development and digital product development for some of UK's leading groceries, mobility, legal and business solutions brands.

Responsible for: Leading teams, performance reviews and coaching, technical architecture and stack, operations. Hands-on.

2015-2016 Chief Technology Officer @ Lenio

Keeping the spirit of giving spare change to charities alive in a digital and cashless society by automatically rounding-up purchases through banking integrations.

Responsible for: Hiring and managing technology staff, delivering investment prototypes. Hands-on.

2012-2015 Head of Mobile @ Powa Technologies

Delivering innovative omni-channel retail experiences and mobile payment solutions for customers and businesses.

Responsible for: Hiring and managing multiple mobile teams, providing mobile development, testing and release capabilities across iOS & Android. Hands-on.

Skills

Management & Leadership	Practices & Techniques	Technology
People first 121s Coaching & mentoring Wellbeing & culture Performance reviews Interviews DevEx	Customer focused Product engineering Customer support Incidents, On call Analytics, Metrics, KPIs	Generalist Java, TypeScript, C#, Kotlin, Swift, Scala, Bash, Willing to learn
Lean management OKRs Engineering management Lean product management Team modelling & financial forecasting Job requirements	Shifting left TDD, TBD, Pair programming DevSecOps, FinOps Separation of deployment & release, Feature toggles Testing in production	Full stack Backend: Spring, Quarkus, Express, ASP.NET Core Responsive Web: React, Next.js, Astro Mobile: iOS, Android
Technical leadership Technical strategy Solution selection	Continuous delivery CI/CD Continuous deployments Infrastructure as code Compliance as code GitOps	Evolutionary architecture DDD, Micro services, Micro frontends, Mobile micro features, Serverless, Messaging, Stream processing ADRs

Presentations	Agile Inception, Discovery, Planning, Retrospectives, Standups Event storming Lightweight threat modelling	Cloud platforms AWS, Kubernetes, OpenShift, Docker, Lambda Operations Production deployments Monitoring & alerting Blameless post-mortems Operational excellence
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Books that have influenced my thinking

[Radical Candor](#), [Managing for Happiness](#), [Leaders Eat Last](#), [Superteams](#), [Lean Enterprise](#), [Accelerate](#), [Project to Product](#), [Team Topologies](#), [The Phoenix Project](#), [The Goal](#), [QED](#)

Education

2006-2010 MSci Theoretical Physics @Imperial College London

Studying the universe and gravity with computational methods.