Thomas Redstone

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Personal Statement

Engineering leader focused on building high-performing teams and creating the conditions for engineers to thrive. As Head of Cloud Development at Texecom, I scaled the team from 3 to 8 engineers through hands-on hiring, established multi-squad structures, and drove cultural change around testing practices and code quality. I maintain regular 1:1s focused on career development and have established performance review processes across the team.

My deep technical background—spanning TypeScript, React, AWS serverless, and Kubernetes—enables me to coach effectively, ask the right architectural questions, and lead incident response when needed. I champion AI-assisted development—from early Copilot adoption to agentic tools like Claude Code—to improve team productivity while maintaining quality standards.

I' m passionate about agile delivery, continuous improvement, and fostering teams where engineers feel ownership and can do their best work.

Career Highlights

- Team Growth & Hiring: Scaled Cloud Development team from 3 to 8 engineers at Texecom, leading end-to-end hiring process—job specifications, technical interviews, and onboarding. Reduced contractor dependency while establishing dedicated Platform and Mobile squads.
- People Management: Established regular 1:1 cadence with all direct reports, focusing on career development, technical growth, and personal objectives. Implemented performance review processes and continuous feedback practices across the team.
- Incident Response: Primary incident responder for production systems, leading triage and resolution while building team capability to handle incidents independently. Established post-incident review processes to improve system reliability.
- AI Tooling Adoption: Championing AI-assisted development, from early GitHub Copilot adoption through to agentic tools like Claude Code, Windsurf, and Codex. Personally evaluating tools to demonstrate ROI and build the case for wider team adoption while maintaining code quality.
- Infrastructure Automation: Led transition from manual operations to automated pipelines for database migrations, deployments, and Terraform-managed infrastructure, enabling Platform Engineering principles.

Testimonials

John O' Rourke - November 2023

I worked with Tom occasionally for nearly ten years before we finally got a chance to bring him into the GetJohn team. He' s likeable and approachable, and knows a lot about how good software should work - keeping it simple and well structured.

Working with Tom taught me a lot about unit testing, serverless deployment, and other modern techniques. He helped us make some really good technology choices which proved to make us more efficient and capable.

Damilola Romniyi - February 2020

I've worked with Tom on 2 separate occasions. First during my contract at One Iota and second more closely during my time with DataMatters.

I've found him to be a very knowledgeable dev with a clear passion for technology. He's committed to the process of continual learning and can pick up new ideas and concepts with ease.

Additionally, He is very personable and has no issue working closely with others as part of a team or providing support when needed.

I would certainly recommend Tom and think he would make a great addition to any team.

Skills

Node.js

Serverless - AWS Lambda, CloudFlare Workers, Fargate

Frontend JavaScript/TypeScript

Programming & Scripting

Positions:

Head of Cloud Development Texecom Ltd.: April 2024-Present

Lead a multi-squad team, modernising Texecom' s infrastructure, focusing on cloud-native solutions, automated deployments, enhancing system reliability and Infrastructure as Code.

I started with a small team of 3 developers, with a significant dependency on external contractors and agencies working largely independently, which often lead to new projects that overran and had poor handover to the team, leading to gaps in knowledge, to a team of 8 engineers, supplemented by contractors at times, but with a focus on working either directly within the team, or working on much smaller, focused projects that the team are able to take ownership of before launch, and ensure knowledge gaps are minimised.

Driving forward application development, resolving long overdue, deeply ingrained technical debt, and instigating a drive to unit tests for all new or modified code, and to refactor existing code to improve maintainability, reliability and performance.

Establishing and leading the squad to bring development to bring the development of the Texecom Connect React Native mobile app in-house, and complete a major rewrite of the application, paying off long overdue technical debt and positioning the team to deliver the features the product team had long been waiting for.

Moving from a clickops model, towards full infrastructure automation, and beginning to be able to adopt Platform Engineering principles, both through hands on contribution, and by building the Platform Squad, which has come a long

way, delivering repeatable environments, automated pipelines for; database migrations, legacy code deployments, base image and golden image builds, and applying Terraform changes.

Architected and built an event-driven service using API Gateway, EventBridge, Lambda, and DynamoDB, deliberately avoiding queues on the happy path to prevent unnecessary bottlenecks (with DLQs for failure handling). This POC guided the team's production build and forms part of a Strangler Fig migration strategy to incrementally replace the legacy monolith with microservices.

Contract Software Engineer, GetJohn: October 2022-November 2023

- Designed and implemented a cXML PunchOut integration system that automated the conversion of cXML to EDI XML & utilized SFTP, significantly reducing manual processing hours and enhancing operational efficiency.
- Played a pivotal role in architecting and developing "Punchout Hub v2" with Laravel & LiveWire, enabling 50% faster development by leveraging existing team skills in Laravel.

Lead Software Engineer JD Sports: April 2020-November 2022

- Led the development of a TDD-based microservice in TypeScript and AWS Aurora, which solved critical legacy system bottlenecks, ensuring system reliability and scalability during peak times.
- Engineered a barcode generation microservice that streamlined order processing and simplified returns, resulting in annual savings of over £100,000.

Contract TypeScript Developer, Data Matters: October 2019-February 2020

- Working as part of an Agile team using Scrum methodologies & ceremonies to build a replacement for the existing system with a new React based front end, & Node.js serverless backend using Express
- Adopting testing best practices, using Jest & Enzyme, with the application also making use of React Hooks, Redux, TypeScript, AWS SAM, SNS, DynamoDB & Lambda.

Contract Perl Developer, SABS Travel Technology: March-September 2019

Maintaining a battle tested Perl backend system, which facilitates all aspects of corporate travel, from the searching, comparison & bookings themselves, to travel polices & approvals.

Software Developer One iota: November 2017-March 2019

- Directed the migration of a FTSE 250 client’s infrastructure to Kubernetes & Docker, significantly enhancing system efficiency and generating approximately £700,000 in annual cost savings.
- Coordinated with offshore teams on technical reviews and task distribution, ensuring smooth project execution and delivery.

Software Developer Triangle Software: March-November 2017

Software Engineer Custom Gateway: March-December 2016

Web Developer Fifteen Digital Ltd: March 2015-March 2016

Technical Co-founder BayCrazy Ltd: April 2012-March 2015

Red Eye International: June 2009-April 2012

Education

BSc (Honours) Lower Second Class Computing & IT Practice - The Open University

Foundation Degree in Enterprise Computing - South Cheshire College

BTEC National Diploma in Business - South Cheshire College

Interests

As a passionate advocate for community engagement in technology, I not only organize the Manchester Web Meetup but I've also contributed as a speaker there and at Chester Devs. These roles allow me to share insights, foster learning, and stay connected with the latest in web development.

Aside from these community activities, I develop web apps like BargainTime.co and BurglarySupport.com. These side projects demonstrate my dedication to continuous learning and practical application of my knowledge.

Running plays a significant part in my life, too. I'm a member of a local running club and participate in events such as Tough Mudders, half marathons and ParkRun most Saturdays, demonstrating my commitment to endurance and personal growth.

Dinghy sailing is another pursuit I enjoy, not only competing in club races but also supporting my daughter's participation in junior races nationwide. This hobby sharpens my strategic thinking and adaptability, skills that are invaluable in both my personal and professional spheres.