Thomas Redstone

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Personal Statement

A software engineer who excels at driving technical strategy, system architecture, and high-impact delivery. Experienced in leading complex projects from event-driven microservices (API Gateway, EventBridge, Lambda, DynamoDB) processing 70 writes/second to Kubernetes infrastructure migrations achieving £700,000 in annual savings.

Equally effective at pragmatic legacy modernisation—finding easy wins, designing multi-step improvement paths, and sometimes counter-intuitive approaches that create foundations for change. Recent examples include introducing TDD practices to a non-standard monolith with 30k+ line classes and callback hell, and replicating a 24-step bespoke Python build as a modern Rolldown build with "byte-perfect" output, enabling incremental improvements from a solid foundation.

Proven track record using patterns like Strangler Fig to incrementally replace legacy systems. Champion of engineering excellence through TDD practices, and an early adopter of AI-assisted development tools to accelerate delivery while maintaining quality. Effective at coordinating across teams and translating business needs into robust, scalable systems.

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

Go Programming

Built and deployed Go microservices to production at a FTSE 100 retailer. Developed a TDD-based service to generate unique identifiers within specific ranges, solving legacy system bottlenecks and enabling order processing at 70 writes/second. Extended the useful life of critical systems while facilitating reporting and attribution for marketing teams.

Serverless - AWS Lambda, CloudFlare Workers, Fargate

Used Serverless Framework in projects, mainly with Node.js written using TypeScript, & experimented with AWS Lambda Layers for PHP & Perl. Replaced an old batch system with a faster, cost-effective solution using recursion & parallel processing, cutting run time from 30+ minutes to under 10 seconds.

Cloud & DevOps

Made use of standard tools for infrastructure automation, such as Terraform, CloudFormation, Ansible, Packer, Serverless Framework, AWS SAM, CodePipeline, Github Actions, Bitbucket Pipelines, GitLab and Jenkins. In terms of Cloud, primarily worked with AWS, also have experience with Google Cloud, Microsoft Azure & Rackspace. Made use of EC2, ECS, Fargate, EKS, ElastiCache, ELB, SNS, SES, Route53, IAM, Lambda, Elastic Beanstalk, S3, RDS, DynamoDB, CloudFront, API Gateway, CodeStar & CodeCommit. Within Google Cloud focus has been on FireBase NoSQL database, Cloud Functions, & Google Kubernetes Engine, with Azure I used Azure Functions & Table, & on Rackspace primarily worked with Cloud Servers.

Programming & Scripting

- Versatile programming skills in Javascript, Typescript, Go, Python, PHP, C#.NET, Perl, with a solid foundation in web technologies (HTML & CSS) and database management (SQL, PL/SQL, T-SQL). Experienced in Git + GitFlow for version control and collaboration.

Node.js

Developed Node.js projects in TypeScript, including two distinct e-commerce platforms—one integrating legacy systems with modern interfaces & another minimalist platform for product launches, capable of managing high traffic. Also created Electron desktop software for printing kiosks & AWS Lambda functions for Photoshop file conversion.

SQL, PL/SQL, T-SQL, Linux - Ubuntu & Redhat, Frontend JavaScript/TypeScript

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

Built a cXML PunchOut integration handling millions in annual uniform orders, converting cXML to EDI XML & using SFTP. Involved stringent validation & unit testing.

Specified a TypeScript replacement for a dated PHP ordering portal, choosing tech based on skills & customer value.

Created a Docker build for GetJohn' s "Punchout Hub", an API integration platform, improving modularity & efficiency.

Key in building "Punchout Hub v2" using Laravel & LiveWire and adding OpenAPI descriptions of the services. Preserved old code & improved system modularity. Designed a role-based client dashboard & handled hundreds of daily logins.

Promoted better unit-testing practices & streamlined dev environments.

Automated server monitoring & backup setup using Bash scripts.

Lead Software Engineer JD Sports: April 2020-November 2022

Headed a team of developers crafting a platform for mobile apps, web interfaces, & kiosks. Also developed the back office React based interface. Applied agile & TDD for rapid, quality deliveries. The platform, featuring RESTful services with TypeScript & Go on AWS, leverages CI/CD, automated testing, & infrastructure as code using Terraform for reliable, fast feature rollouts.

Developed a TDD-based microservice to create unique identifiers within ranges & act as a single source of truth for key order data, resolving legacy system bottlenecks & speeding up order processing to meet a 70 writes/second SLA. The service enhanced reporting, extended the legacy system' s lifespan, & maintained throughput during peak times.

Engineered a microservice generating barcodes based on data pulled from a range of sources, reducing order-related printing & simplifying returns, saving over £100,000 annually. This service interacted with a range of systems to retrieve & verify key details to make onboarding of consumers of this service simple.

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

Part of an Agile/Scrum team, developed a new React front end & serverless backend to replace the old system. Implemented testing practices with Jest, Enzyme, React Hooks, Redux, TypeScript, & AWS 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

Led web & AWS projects for a FTSE 250 retailer, coordinating with offshore teams on tasks & technical reviews. Migrated from legacy infrastructure to Kubernetes & Docker, optimized PHP versions, & transitioned to DynamoDB & Nginx, enhancing cost-efficiency & scalability. Upgraded a Node.js based Lambda-backed mobile app with React+Redux to manage traffic spikes & deter bots.

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.