JAMES ESPIE

ENGINEERING MANAGER

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PROFESSIONAL SUMMARY

I'm an engineering manager based in Tauranga, New Zealand.
I love building **resilient** and **performant** engineering teams. I'm at my best when I can see engineers grow and make a difference in the world around them.

WORK EXPERIENCE

Fergus   April 2021 - Present

Engineering Manager (May 2022 - Present)
Quality Practice Lead (April 2021 - April 2022)

Fergus is New Zealand's leading trade job management solution.
My time at Fergus included:
- Supporting and setting the direction of the engineering teams at Fergus. I have **five direct reports**, and a total team of approximately **twenty engineers**.
- Running two rounds of **team self selection**, where our engineers organised themselves into a new cross functional structure.
- Writing and **publishing a career ladder** for our engineering team.
- I have worked with our leads to **identify career growth opportunitie**s for our team members
- Led **process improvement**, including moving our team from weekly deployments to on-demand continuous deployments.
- Managed the team through several serious **incidents**, including security issues, and email deliverability problems.

UneeQ Digital Humans   July 2019 - April 2021

Senior Quality Specialist

UneeQ provide a platform for building and hosting Digital Humans - lifelike digital brand ambassadors.
Some of my contributions:
- Coached the engineering team to focus on **collaboration** between testers and engineers.
- I **implemented three new automated test suites** from scratch. API tests, E2E tests and visual regression checks.
- I created Slack bots and other **automations**, to increase visibility of changes during deployment.
- Advocating for **testability** early in the lifecycle as we built new features.

Pushpay   January 2016 - July 2019

Senior Tester

Pushpay provide giving and engagement solutions for churches and charities. My core responsibilities were:

- Working with developers to test **payment pipeline** features.
- **Unblocking** and **enabling** other testers, by sharing technical and product knowledge.
- Implementing **innovative** test ideas. I introduced bug bashes to Pushpay, a practice they still regularly use today.
- Creating and **implementing automated tests** across a number of layers.

Other work history (more details available on request)

Xero - QA Analyst   December 2013 - December 2015
ActiveDocs - Software Tester   April 2011 - December 2013
Hansen Tech - Test Engineer   April 2004 - March 2011

EDUCATION

University of Auckland - BSc in Computer Science, graduated 2003

SKILLS AND QUALITIES

My key strengths are:

- Coaching team members to **develop** their strengths, and improve their weaknesses.
- **Logical** and **methodical** in my thought processes.
- **Creative**, and able to think outside the box.
- A good **communicator**, both written and verbal.
- Able to hold a **strong opinion**, but humble enough to accept others opinions.
- **Personable** - people like working with me.

PRESENTATIONS AND PUBLICATIONS

I'm an active member of the software community, and enjoy **presenting** and sharing learnings.
I have spoken at a number of events both **nationally** and **internationally**, and have also been the **MC** at several global online software events.

I have co-hosted a **YouTube** series, Tech Engineering Lounge, with Camy Bhandari.
I sporadically publish a **newsletter**, Pie-Mail, discussing engineering and leadership challenges.
I contributed a chapter to the **book** An Exploration of Testers compiled by Dr. Lee Hawkins.
For two years, I was the co-host of the Super Testing Bros **Podcast**, supported by the Ministry of Testing.

REFERENCES

Available upon request