SAM CACKETT

SENIOR ENGINEERING MANAGER

DETAILS

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SKILLS

Leadership and Teamwork

Adaptability

Lean

Computer Programming

AWS

Serverless

HOBBIES

I used to compete in several races but now just exercise to keep fit and I've recently taken up golf. I love music and mainly play piano. I enjoy gaming although these days don't have much time for it! Avid reader, too many work books, not enough fiction. Love puzzles. Love cooking.

PROFILE

Passionate and caring Senior Engineering Manager with a track record of building high performance teams that deliver. Focused on the collective of a team whilst attending to individual needs and helping people thrive.

My experience is varied as I enjoy learning new technologies and understand them rapidly. I have worked in a variety of industries, with a variety of businesses, in multiple programming languages. I have experience designing and developing software across the entire lifecycle.

I am a big fan of the DevOps philosophy, with teams being responsible for their product from inception to production. Pair programming, testable code, TDD, CI, and code ownership are essential to being a successful team, capable of shipping high quality products.

I am a proven leader with the ability to motivate, shape, and manage teams large and small. I believe in leading by example and being very hands on. I have a passion for leadership and prefer to aim high, get stuck in, fix issues and encourage people to work together towards a common goal.

I am passionate about both technology and delivery. Delivery to me is not only about hitting a milestone, but about delivering amazing user experiences and moments of delight to users. I enjoy all aspects of software development and have a genuine passion for it.

EMPLOYMENT HISTORY

Senior Engineering Manager, Moonpig.com   London
Jan 2021 — Present

Senior Engineering Manager looking after our Loyalty and Customer teams. Significant achievements include:

- Recruiting both internally and externally 2 teams from scratch and building a Lean / XP environment where engineers are empowered to deliver high quality and user focused features
- Re-defined our engineer hiring process; I've always been recognised for hiring the best people at Moonpig so I formalised it for the whole company to benefit from
- Hiring and performance managing the only 2 engineers who received 'Exceptional' ratings in the company
- Increasing session conversion by 8% of users shopping from reminders
- Re-platforming our legacy .NET Framework and monolithic DB to AWS serverless
- Building the new Moonpig Plus subscription scheme in close collaboration with the C- team as the CEO believes it will have a massive impact

Engineering Manager Platform, Moonpig.com   London
Jan 2020 — Jan 2021

Engineering Manager of our platform team who looked after building shared tooling and architecting our AWS platform.

Significant achivements include:

- Migrating all of Moonpig's product domain from a legacy .NET Framework / SQL Server DB to our new e-commerce solution, Commercetools, and AWS
- Building our serverless aggregated logging stack using ElasticSearch
- Buidling GraphQL Federation using Apollo Studio with no runtime dependencies
- Various cost savings and consolidation of legacy services, DNS and infrastructure

Engineering Manager Android, Moonpig.com   London
Feb 2018 — Jan 2020

This was the original role I joined Moonpig for and was a challenging one. I joined a dysfunctional team full of contractors and due to a budget cut there were many redundancies and resignations in the first month I joined.

Significant achievements include:

- Completely tearing down and rebuilding both the Android and iOS teams in every way imaginable, from team structure and ways of working to staffing and strategy
- Taking the app from a 2.7* app (with no basket at the time!) to a multi award winning 4.8* app
- Taking the apps annual revenue share from 10% to 40%
- Re-building 80% of the Android app using an MVI architecture using Kotlin
- Taking low performers and turning them into high performers, or managing them out of the org
- Talking at various Android events

Senior IT Consultant / Tech Lead, IBM iX   Various
Nov 2011 — Feb 2018

I joined IBM on it's graduate scheme and worked there for 7 years on various teams, with several clients and industries, namely: BP, Castrol, Waitrose, RBS, CLS, Barclays, National Grid and DWP.

Significant achievements include:

- Successfully delivered multiple multi-million dollar projects
- Part of Top Talent: a select group of top 10% of performers in the company that receive additional mentoring and support
- Grew the iX engineering practice and supported junior developers growth
- Key part of building out offshore apps teams in Romania

NHS Nurse Assistance, NHS   London
Sep 2009 — Nov 2011

- Mental Health Nurse caring for patients with a range of mental health illnesses, namely bipolar disorder, depression, and schizophrenia
- This work profoundly changed me and taught me to do what I love; how to get the best out of others and what a strong team can achieve

EDUCATION

BSc Psychology, University of Kent at Canterbury   Canterbury
Sep 2006 — Jul 2009

- Graduated with 2:1
- Men's rowing captain
- Henley quarter-finalist
- Boston Marathon winner

REFERENCES

References available upon request