

Paul Berry-Briggs

Head of Engineering · AI-focused Technical Leader

A Head of Engineering with a strong focus on AI, I thrive at the intersection of product, engineering and senior stakeholders. Over the past year I've put AI at the centre of how my teams work — building AI-driven engineering tooling, citizen-developer pipelines and rebuilt core systems that have transformed delivery speed and team autonomy. I'm as at home learning a new technology via a prototype as I am conveying technical trade-offs in non-technical language, and I thrive when solving problems, whether those problems are rooted in technology or in the teams building it.

Over the course of my career I've worn many hats, from individual contributor to heading up entire engineering functions and managing managers. I'm a lover of technology with a pragmatic mindset and an eye on commercial impact: I know the value that can be lost chasing 'perfect', but also the ROI of investing in engineering excellence. As a self-taught engineer, I excel at picking up new technologies in my own time through small projects and prototypes — most recently going deep on AI tools, agentic workflows and how they reshape what an engineering team can deliver.

In my spare time I've recently discovered a love of weightlifting, and now spend a few hours in the gym several times a week, alongside my longer-standing hobbies of tinkering with technology, designing PCBs, 3D printing and CAD/CNC projects.

CONTACT

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SKILLS

- AI tooling & agentic engineering
- Team building & leadership
- Agile transformation & culture change
- System architecture
- Hands-on coding (PHP, Java, .NET, JS, TS)
- Linux infrastructure & DevOps culture
- CI/CD, containerisation & Kubernetes
- Tech strategy & tactical roadmaps
- e-Commerce & startup environments

SELECTED PROJECTS

- **BBC Studios** — Tech lead on the international subscription project, delivering Studios' first subscription offering to very tight timescales using a proof-of-concept squad.
- **Prettylittlething** — Used Redis caching and AJAX to increase website performance tenfold, absorbing huge traffic growth at no additional hardware cost.

Experience

Head of Engineering

Crown Gas & Power*Current*

Leading an AI-driven transformation of the engineering organisation — not just adopting new tooling, but reshaping how the team works, builds and grows. The focus has been on culture: taking an outdated and underdelivering engineering function and transforming it into a lean, AI first agile team.

- Brought the wider engineering team along on the journey, mentoring engineers as they grew into AI-capable engineers — upskilling them on AI tooling and agentic workflows and embedding new ways of working across the team.
- Designed and built a suite of in-house engineering tooling on a modular plugin framework architected for collaborative engineering, enabling rapid feature turnaround across the organisation.
- Designed and built a citizen-developer “studio” that takes prototypes through to production-grade code, extending engineering capability beyond the core development team.
- Built an isolated production-cloning system allowing safe, rapid testing against production data without impacting live services.
- Delivered core platform capabilities including feature flags, APIs around critical business systems, ingest pipelines for business-critical data, and an atomic deployment system.
- Rebuilt the energy pricing engine to increase pricing throughput by approximately 100x, reducing pricing runs from hours to under a minute.
- Prototyped a new billing service, taking billing runs from 4 days to 2 hours.
- Lead a modernisation initiative across a portfolio of 40+ outdated PHP/Laravel applications. Updating, Refactoring and re-architecting to target cloud / Kubernetes deployment. 10 years of legacy modernised in 6 weeks.

- **Freeway Insurance** — Turned a demotivated, under-delivering software team into a highly agile, delivery-focused unit.
- **The Property Jungle** — Re-architected the in-house framework to enable greater modularisation and code re-use.
- **Lavish Alice** — Created a re-usable toolset to turn a legacy Magento instance into modern, Composer-driven deployment artifacts.

EDUCATION

University of Manchester

Computer Science · 1998–2001

Bolton South 6th Form College

1995–1998

A-levels: Computing (A), English Language (B), English Literature (C), General Studies (B), Physics (D); Electronics AS (B)

Lead Architect

BBC Studios 04/22 – 03/26

A career highlight, working on a mission I strongly identify with. My remit covered the Studios product group technology portfolio — the international news site [bbc.com](#) and its app, plus branded sites such as [topgear.com](#) and the Bluey website. As tech lead for BBC.com's subscription product, I led a small, highly agile squad to launch the BBC's first subscription product on time and with no major bugs — creating a new culture of self-reliance and autonomy that is now the blueprint for further projects. Beyond delivery, I added value through a wide-ranging technical background and a pragmatic, value-focused mindset, engaging across product, engineering and delivery and representing technology to senior stakeholders.

Head of Platforms

Gazprom Energy 05/21 – 04/22

Promoted into a newly created role with technical oversight and management of the software development and QA teams (circa 30 people). I made these teams more autonomous by empowering the team leads to take on greater responsibility — which freed me to clear blockers, offer support and lead the future architecture as part of a major transformation programme. I also contributed to the organisation's data strategy, integration platform evaluation, and the Gazprom Energy leadership group.

Lead Solutions Architect

Gazprom Energy 04/20 – 05/21

As the only architect in the retail space and a member of the senior management team, I engaged closely with both business stakeholders and engineering colleagues to keep solutions aligned to the business. This role sharpened my formal architecture skills within a large, multinational organisation and confirmed how instinctive structuring technology solutions had become for me — articulated through formal patterns and conventions. Less hands-on than previous roles, though I still picked up the occasional proof of concept in a primarily Microsoft (C#, .NET Core) environment.

Head of Technology

Freeway Insurance UK 02/19 – 03/20

Brought in to fix delivery problems across an in-house software team alongside infrastructure and data teams. I instigated and drove process change across the business, turning an under-performing group into a highly agile team focused on customer satisfaction and quality of delivery. As well as leading the team and business stakeholders towards a more iterative, collaborative approach, I stayed hands-on — refactoring code and owning the more complex, customer-facing modules where my commercial software experience was most useful.

Freelance Technology Consultant

Berry-Briggs Consulting 01/18 – 02/19

A range of contracts, mostly with smaller companies needing a 'one-person dev team' who could add value immediately while driving change across the organisation — from implementing a development process for a fashion retailer, to specing and recruiting developers, building e-commerce modules and overseeing infrastructure upgrades. This honed my ability to communicate technical concepts to non-technical stakeholders and gave me real insight into business analysis and commercial demands.

Head of Technology (Interim)

Lavish Alice 08/17 – 01/18

Headhunted by this high-end fashion e-commerce company to maintain the existing stack while planning a new SaaS platform. I was the touchpoint for all

technical issues, negotiated contracts with third-party providers (Zendesk, Peoplevox) for cost-effective logistics and customer-service improvements, implemented an agile development and deployment process, rebuilt internal office IT, and stayed hands-on with OO PHP.

Head of Technology

Public Desire06/16 – 08/17

Managed the offshore development team for this early-stage fast-fashion company, implementing an agile cycle and continuous integration pipeline and building a Docker development environment. I worked alongside the CRO team to optimise conversion and customer journeys, led multiple projects across teams, created technology roadmaps aligned to business objectives with company directors, and migrated the platform to AWS.

Head of IT / Development

Prettylittlething12/13 – 06/16

The first technical hire at this rapidly growing pure-play fast-fashion company. I hand-coded all in-house software for the first six months, then moved to management and mentoring as the team grew. I scaled the website from £15k to around £500k per day over three years, built a 10-person development team, implemented agile processes and deployments, led the integration of back-office/ERP systems, and reported to board level while running cross-functional teams across multiple projects.

Head of IT / Development

The Property Jungle08/12 – 12/13

Led and managed a small development team building bespoke software for estate agents on a custom in-house PHP framework, and enabled the design/front-end team to deliver to client specifications. I maintained a portfolio of around 700 websites and worked with the owner/directors on the product roadmap and pre-sales technical advice. A 100% remote role that gave me valuable early experience leading a distributed team.

Backend Developer (Contract)

boohoo.com01/12 – 08/12

Part of a four-person team laying the foundations for Boohoo's future scaling — implementing the architecture for a company-wide ESB and building the initial integration between Magento and various systems.

Developer / Development Manager

Tyrrell Systems08/08 – 01/12

Joined as a developer and was promoted to development manager after three years. I built and maintained custom in-house software in OO PHP, built client-facing software in VB6 and .NET, migrated development to the .NET framework, and recruited and led a team of four developers.

Various Roles

Premiere People08/01 – 08/08

Started in the post room of this recruitment agency's head office, then moved into IT and on into software development — working a busy service desk supporting hundreds of users and contributing to projects including a nationwide Citrix rollout.