

# PAUL BERRY-BRIGGS

Lead Architect | Strategic Technology Leader

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## EXECUTIVE SUMMARY

A strategic Architect operating at the **intersection of product, engineering, and senior stakeholders**. I specialize in building autonomous engineering functions and navigating the complexities of high-scale environments. I pair a deep passion for technical excellence with a pragmatic, commercial mindset—translating high-level business objectives into robust, scalable technical realities.

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## LEADERSHIP & STRATEGIC PHILOSOPHY

- **The "Unblocker" Mindset:** I view leadership as a service to the engineering team. My role is to identify and remove friction—whether that is technical debt, vague product requirements, or organizational silos—allowing high-performing engineers to maintain "flow state."
  - **Managing Managers & Scalable Culture:** I specialize in building autonomous "squad" structures. Rather than micromanaging technical decisions, I define the *architectural guardrails* and *cultural values* that empower leads to make decisions independently.
  - **The Translation Layer:** I act as a bidirectional filter. I translate high-level business goals into actionable technical strategy for engineers, and I translate complex technical risks into commercial risk-mitigation arguments for the board.
  - **Pragmatic Excellence:** I advocate for "Engineering ROI." I believe in building systems that are robust enough to scale but lean enough to deliver immediate business value. I lead by setting the standard that "done" is better than "perfect," provided "done" is built on a foundation of quality.
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## PROFESSIONAL EXPERIENCE

**BBC STUDIOS | Lead Architect** 04/22 – Present

- **Strategic Oversight:** Directing the technology portfolio for the Studios product group (including [bbc.com](http://bbc.com), the mobile app, and global brands like Top Gear and Bluey).
- **Product Innovation:** Served as Tech Lead for the international subscription project, successfully launching the BBC's first global subscription offering on time and within budget.
- **Cultural Blueprint:** Implemented a new "squad" culture for the subscription project based on self-dependence and autonomy, which has now become a blueprint for future BBC Studios projects.
- **Architectural Credibility:** Defined and deployed the end to end architecture for the flagship [BBC.com](http://BBC.com) relaunch

## GAZPROM ENERGY | Head of Platforms 05/21 – 04/22

- **Governance & Growth:** Provided strategic oversight for software development and QA teams (30+ heads), transitioning the department toward a mature, autonomous leadership model.
- **Digital Transformation:** Led the definition of future-state architecture as part of a major organizational transformation project, contributing to the wider corporate data strategy.
- **Managing Managers:** Oversaw a tiered leadership structure, ensuring that individual Engineering Leads are aligned with the global architectural vision while maintaining team autonomy.

## GAZPROM ENERGY | Lead Solutions Architect 04/20 – 05/21

- **Enterprise Alignment:** Acted as the sole architect for the 'retail' business unit, ensuring that all technology solutions were strictly aligned with commercial objectives using formal architectural patterns.

## FREEWAY INSURANCE UK | Head of Technology 02/19 – 03/20

- **Turnaround Leadership:** Engineered a cultural turnaround of a demotivated department by identifying systemic blockers in the CI/CD pipeline and closing communication gaps between product and tech teams.

## PRETTYLITTLETHING | Head of IT / Development 12/13 – 06/16

- **Hyper-Growth Scaling:** As the first technical hire, I scaled the platform from £15k/day to £500k/day revenue.
- **Commercial Architecture:** Utilized Redis caching and AJAX to increase performance by 10x, enabling massive traffic spikes with zero additional hardware overhead.

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## TECHNICAL TOOLBELT

*While my focus is now on strategy and leadership, my credibility is built on a deep "hands-on" engineering history:*

- **Leadership:** Agile Transformation, Team Building, Tech Strategy & Tactical Roadmaps.
- **Architecture:** System Architecture, Microservices, ESB Implementation, Containerisation
- **Cloud & DevOps:** Linux Infrastructure, Kubernetes, Docker, AWS, CI/CD Culture.
- **Engineering Roots:** PHP, Java, .NET, JS, TS, Magento, OO Design.

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## EDUCATION & PERSONAL

- **BSc Computer Science:** University of Manchester (1998–2001)
  - **Continuous Learning:** Active explorer of AI workflows, PCB design, and 3D printing.
  - **Interests:** Beyond technology, I am a dedicated weightlifter and enjoy CAD/CNC engineering projects.
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