



# Kevin Hughes

## LinkedIn

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## Location

Ancoats, Manchester

## Technical

I have the solid technical background to act effectively with confidence and to gain the respect of a technical team. Additionally, I've developed that into a broad base of knowledge to enable supporting the business in as many ways as possible.

I've spent the greater part of my career as a full stack web developer but I've always looked for opportunities to broaden my skills and experience. My aim was to become a true technology generalist; the payoff being I can communicate effectively with development, testing, data, platform engineering and product teams. I can also get hands-on in those roles if necessary.

## Skills

**Ruby:** My strongest technical skill. I've built from scratch and taken over mature projects. I'm happy to call myself an expert here.

**Elixir:** I've developed scalable, fault-tolerant web applications, embracing the functional programming paradigm for efficiency and reliability.

**TDD & BDD:** A strong advocate for both, ensuring code quality and a seamless alignment between stakeholder requirements and the final codebase.

**Data Engineering:** Transforming raw data into actionable insights through ETL processes and data analytics.

**Platform Engineering:** I've architected and managed infrastructure across multiple cloud service providers.

## Leadership

In organisations of many shapes and sizes I've used my natural enthusiasm to motivate teams with a clear vision of the future.

Change is always happening in any organisation. I help the team ride that wave of change instead of, as so often happens, resisting it.

Relaxed, reflective and excited for the future, rather than mould people my idea of their roles I will encourage them to find their own motivations and align them with the company goals.

I employ various strategies to achieve this. For example, I love retrospectives for facilitating collaboration on improving process and use regular 1:1s to build trust and drive professional development.

## My Values

**Collaboration:** where everyone has the opportunity to contribute at any stage.

**Transparency:** where working in the open removes silos.

**Adaptability:** where change is embraced as an opportunity.

**Pioneering:** where boldness meets innovation, not being afraid to try something out and always learning from failure.

**Empathy:** where understanding, compassion, and inclusivity drive interactions.

## Strategic Planning

I've learned a lot about what works and what doesn't in my different roles but people work best when allowed to express their creativity. After taking the time to properly understand the company's values, goals and those of its people, I'll put the emphasis on finding innovative ways to take us where we want to go.

The hardest problems are the most valuable ones to solve so I'll attack those first. Always collaboratively I'll build a clear technology strategy that becomes the North Star for everyone granting them the agency and freedom to confidently make decisions themselves. I'll help build the KPIs and metrics to help everyone monitor their successes and target improvements.

## Execution

**Understanding Goals:** I will engage with stakeholders across the organisation, listen to their needs and take the time to properly understand the objectives of the organisation as well as the context we're working in.

**Developing a Strategy:** Always working collaboratively across the organisation I'll co-create a strategy aligned with the goals I uncovered. We'll have fun with workshops, brainstorming sessions and more on the way!

**Measure Success:** During execution we'll have a simple way of tracking our progression and the impact of our initiatives. As a team we can use these to target any adjustments as we go to keep everything on track.