

Steven Challis

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Profile

I am a highly motivated software professional interested in roles where I can shape a product and deliver something truly outstanding. I will do whatever is necessary to move a project forward and work best in small teams. I'm keen on productivity and improving workflow as well as eager to confront weaknesses in myself and the team around me.

Employment

Tech Lead, Hogarth Worldwide

New York, January 2016—Present.

In 2016, Hogarth fully acquired ZONZA. I continued to be responsible for high value accounts in a Technical Account Director capacity. I also took on additional responsibility as a Tech Lead overseeing Digital and Workflow projects within Hogarth and assumed management of the Application Support Team.

Key Achievements:

- Successfully managed high priority change management projects for J&J, Grey and Castrol
- Led the rollout of a production workflow solution across 8 WPP agencies as part of Team Pfizer
- Led implementation, evangelization and training of DAM, workflow and productivity systems internally across the Americas
- Conducted interviews for all Digital PMs, Tech Leads and Consultants
- Expanded the scope of the App Support team to include business critical applications and provide better support to the internal business
- Rolled out standard development and test environments using AWS Americas improving the operation of our digital teams

Technical Account Director / Product Manager, ZONZA

New York, September 2013—January 2016.

In 2013, Hogarth spun-off their primary technology product ZONZA as a joint venture with Deluxe Entertainment. I acted as the primary point of contact between Deluxe and Hogarth, primarily responsible for developing the US media distribution and workflow capabilities of the product. I also acted as a Technical Account Director on various brands including J&J, Pfizer, GSK, Novartis, Nestle, Mazda, Rolex, Keurig, Revlon, American Express, Colgate and YUM Brands.

Development Team Lead, Hogarth Worldwide

London, July 2012—September 2013. As the Team Lead in a development team of around 20 I planned the development and architecture for many of Hogarth's software offerings.

Key Achievements:

- Led the team that developed a highly-regulated marketing workflow and approvals tool for HSBC
- Implemented code review and [gitflow](#)-style process using Github Enterprise
- Travelled to meet key partners, requesting features, improving integration and fixing bugs and performance issues
- Attended trade conferences to investigate products and partnerships that would keep our products industry leading
- Conducted interviews for all development positions
- Re-architected our products to work on AWS and worked closely with Microsoft to deploy to Azure.
- Lead retrospectives and show 'n tells

Application Developer, Hogarth Worldwide

London, August 2011—July 2012. I joined Hogarth as an early member of their engineering team and was quickly able to contribute and take a lead in the agile development of their advertising asset management product – Zonza, and surrounding APIs. I also researched and subsequently helped merge in the codebase for their workflow management tool – Fido, going on to lead the development of a resulting custom campaign management tool for Nike, for which I gave demos and helped manage requirements. After significant team restructuring, I also played a key role in planning, developing and delivering products for both HSBC and Santander on tight deadlines.

Applications Engineer, Sirius Corporation

London, August 2010—July 2011. I joined Sirius upon graduating to learn as much as I could about integrating and supporting Open Source software in enterprise environments. The role demanded taking initiative and responsibility for various parts of the business. I was involved in a number of software development projects and support roles whilst helping the company transition to 24/7 Network Operations Centre monitoring.

Key Achievements:

- Wrote, modified and debugged production Java, Python, Perl, PHP and frontend code running on a variety of Unix-based stacks supporting thousands of users.
- Lead Python/XML software developer on a project aimed at replacing a medium sized business' custom ERP software with OpenERP. This included giving client presentations and demonstrating progress as well as spending time with end-users to gather and analyse requirements.
- Played an instrumental role in the implementation of a configuration management solution (Puppet) for 300+ machines on a tight timescale.
- Successfully built reusable tools for log analysis, auditing and LDAP management which enabled us to respond to client requests efficiently.

Co-founder/Director, Traction Digital

Leeds, 2008—2013. I successfully designed, developed and maintained bespoke web applications and websites for a range of small businesses, organisations and independent professionals. I also took responsibility for managing client relationships and day-to-day administration.

Education

University of Leeds, 2:1 BSc Computing, 2007–2010

Undergraduate Thesis: “Decoupling Illumination from Isosurface Generation”, supervised by Dr. Hamish Carr (<http://stevechallis.com/projects/fyp>)

Honours and Awards: TOPS Programming Challenge 2008 (Winner) / 2009 (Runner-up)

Responsibilities: Volunteer for Open Day tours and talks 2007-2010, Executive Committee Member of the Computing Society 2009, Volunteer Programming Mentor in local schools 2009, part-time Software Consultant 2009

References

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