

Career Bio

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Engineering Leadership

Promoted twice in two years, still hands-on. This scan targets Tech Lead, Engineering Manager, and Head of Engineering roles where leadership and hands-on delivery both matter.



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WHO YOU ARE

Twenty years of technical delivery experience, the last several of them spent moving from hands-on developer into the person teams and companies rely on to own outcomes, not just write code. You were promoted from Senior Developer to Team Lead, managing a team of 8, to Tech Lead in under two years, becoming your company's primary technical resource for its core platform.

You lead the way people actually trust: hands-on, still writing the migration scripts and building the frameworks yourself, while also mentoring developers, estimating feasibility, interviewing candidates, and negotiating vendor terms. Fifteen years of that pattern at Tier1 Financial Solutions, with direct client-facing delivery across the US, UK, and Australia, plus your current run at Zensurance leading a team of 8 and now serving as the company's sole Salesforce technical authority.

WHAT MAKES YOU UNIQUE

Fast, proven leadership trajectory: promoted from Senior Developer to Team Lead, leading a team of 8, to Tech Lead in under two years, a track record of being handed more scope and running with it immediately.

Hands-on, not just delegating: still personally executes the hardest technical work, including a 30-million-record production migration with zero business disruption and a scratch org framework now supporting 150 environments a day, while leading and mentoring a team.

Real people-management range: mentorship, hiring and interviewing, goal setting, and vendor contract negotiation, the full operational scope of engineering management, not just a title change on the same individual-contributor work.

Financial services delivery discipline: 15 years at Tier1 Financial Solutions, with client-facing delivery across the US, UK, and Australia, bringing enterprise-grade rigor to whatever platform or team you're leading.

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WHERE YOUR TITLE UNDERSELLS YOU

Tech Lead reads as an individual-contributor-adjacent title to a lot of search filters, when your actual day-to-day is running platform strategy for the whole company: deciding capacity and architecture tradeoffs, owning a major migration end to end, and building the infrastructure, the scratch org framework, that an entire team now works inside of. Your resume shows real engineering-management range too, hiring, mentoring, vendor negotiation, sitting right alongside deep hands-on delivery, exactly the player-coach profile companies specifically look for and rarely find, but a title-only search for Engineering Manager or Head of Engineering will miss you entirely.

ONE HONEST GAP WORTH NAMING

Your official management scope tops out at a team of 8 (Team Lead, Mar 2022 to Jan 2023), and your current Tech Lead role, while functionally a platform-ownership position, does not carry a formal management title or headcount on paper. For Engineering Manager or Head of Engineering roles at larger organizations, expect some employers to ask about direct-report count specifically. Be ready to reframe your answer around scope and impact, a company's entire Salesforce platform, a team of 8, cross-functional delivery across three countries, rather than headcount alone.

HOW THIS SHAPES YOUR SEARCH

Target Tech Lead, Engineering Manager, and Head of Engineering titles directly, since your resume already demonstrates the full range those titles require: hands-on technical ownership, team leadership, hiring, and vendor management. Weight financial services and enterprise software employers given your 15 years at Tier1 and current insurance-tech role, but do not screen out smaller or mid-size companies where a hands-on leader who can still personally execute a hard migration is especially valuable. When a scope question about direct-report count comes up, lead with impact and platform ownership rather than headcount.