

Glenn Mason

Engineering Lead

Sydney, Australia

About

Glenn J. Mason

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I lead great engineering teams, and we build amazing products.

I am an unrepentant geek with experience in big data, cloud, devops, and API design. I love helping to shape engineering culture, building a great developer experience, and supporting individual and team growth.

I'm a passionate technologist and engineering leader with 20 years experience finding pragmatic and adaptive solutions to the most complex and difficult problems in the world.

Experience

Dough / Head of Engineering

MAY 2020 - PRESENT, SYDNEY

Dough is a forward-thinking fintech company dedicated to revolutionising personal finance management. Founded on the principle of empowering individuals to achieve financial freedom, Dough combines innovative technology with expert financial guidance to simplify and enhance the way people manage their money. With a focus on automation, Dough offers intuitive financial management solutions that adapt to users' unique financial goals and habits. By providing personalised insights, automated savings tools, and intelligent budgeting features, Dough is reshaping the landscape of personal finance, making it more accessible, transparent, and rewarding for users worldwide.

- As Head of Engineering, I lead a small but dynamic team of software engineers in the development and implementation of cutting-edge financial technology solutions.
- With a focus on innovation and excellence, I spearhead the design and execution of robust software architectures, ensuring scalability, reliability, and security in our products.
- Through effective leadership and collaboration, I have fostered a culture of continuous improvement, driving the team towards achieving key milestones and exceeding customer expectations.
- Leveraging my expertise in software engineering and strategic vision, I play a pivotal role in driving Dough's technological advancements and positioning the company as a leader in the fintech industry.

Experience

Industrie&Co / Engineering Practise Lead

FEB 2016 - MAY 2020, SYDNEY

Delivering faster, easier, scalable and secure software solutions for start-ups, disruptors and technology companies, whilst helping make our engineering practise the best in the world. I&Co is a technology venturing company, forging partnerships with our clients to deliver cutting-edge solutions.

I have a long history of software development, cloud-focused devops and agile practices, and I bring experience and limitless enthusiasm to the difficult problems facing organisations and entrepreneurs today.

I have completed both short and long-term engagements with clients including the ASX, Atlassian, CompareAsia and Databank.

ASX / Consulting Engineer

MAR 2019 - MAY 2020, SYDNEY

As a consulting engineer for the ASX CHES Replacement UI project, I undertook a pivotal role in revolutionising the user interface for the blockchain-based replacement of the CHES clearing system, a critical component of the ASX. Collaborating closely with stakeholders and technical teams, I contributed expertise in software engineering to deliver an adaptive, stream-based solution built on RxJava and React. By harnessing the power of reactive programming, we crafted a dynamic and responsive UI that provided users with real-time access to transactional data and market updates.

Throughout the project lifecycle, I played a multifaceted role:

- architecting the backend and UI framework.
- facilitating integration with the underlying infrastructure.
- leading the backend team, and contributing to the frontend.
- conducting performance testing and optimisation.

Through meticulous attention to detail we ensured that the UI met the stringent requirements of the ASX, delivering a user experience that was intuitive, efficient, and secure. Leveraging an understanding of Digital Assets blockchain and services, I ensured interoperability and reliability in a distributed environment.

Domain / Cloud Platforms Lead

AUG 2018 - FEB 2019, SYDNEY

As the technical team lead, I helped set the direction of the Cloud Platforms team. We provide robust and intelligent platform solutions to empower barrier-free development and innovation for our internal customers at Domain. Whilst with Domain I was able to:

- Implement the Kubernetes-based platform consisting of several purpose-built clusters running on EC2
- Drive a number of initiatives focused on developer experience, configuration management and "SlackOps" (self-service)
- Establish regular reporting and cross-team collaboration
- Mentor and consult with members of my team regarding best-practices for software development and devops.

— Experience

Atlassian / Consulting Engineer

OCT 2017 - MAY 2018, SYDNEY

We engaged with Atlassian to assist in the refactor of the core billing system (HAMS), designing and implementing a Spring Boot microservice for delivery of customer invoices and financial documents, deployed to AWS and integrating with several internal systems.

Renowned for its well-established yet sprawling complexity, HAMS posed a formidable engineering challenge that demanded meticulous planning, a comprehensive understanding, and seamless execution, all while ensuring continuity of operations and minimal disruption to business-critical processes.

- As one of the first of the microservice refactors, our work served as an example, providing a flexible and scalable foundation for invoice generation and delivery.
- Through rigorous testing and validation, I ensured the reliability and accuracy of financial transactions, safeguarding Atlassian's reputation for transparency and integrity in billing practices.
- Additionally I facilitated seamless integration with several internal systems, including customer databases and billing platforms, leveraging APIs and event-driven architecture to enable real-time data exchange and process automation.
- Throughout the project lifecycle, I collaborated closely with cross-functional teams, including software engineers, product managers, and analysts, to navigate the complexities of the HAMS ecosystem and drive alignment with business objectives.

My contract at Atlassian was defined by a relentless pursuit of excellence and a commitment to pushing the boundaries of innovation, ultimately contributing to the company's continued success in delivering world-class software solutions to its customers.

PWC/CompareAsia / Consulting Engineer

JUN 2017 - SEP 2017, SYDNEY

As a senior Python developer, I worked closely with PwC staff to implement several Google AppEngine microservices for a new accounting platform.

Westpac/ Databank / Consulting Engineer

FEB 2016 - APR 2017, SYDNEY

As a key part of the Westpac Databank project team, I designed and implemented a cryptographically secure, privacy-protecting data-matching service for use by the DataRepublic Senate platform. This system allows organisations to perform segment analysis of their customers and markets.

RoZetta Technology / Senior Software Engineer

FEB 2015 - FEB 2016, SYDNEY

Applying effective analysis, design, programming and testing skills to produce software systems, while assisting with the technical direction of projects.

As a senior software engineer and lead, I have been responsible for requirements analysis, design and implementation of distributed, cloud-based (Amazon AWS) software systems, mostly in Python. I have also line-managed four technical resources, and provided technical guidance and leadership across the life of a project.

Experience

Palantir / Forward-Deployed Engineer

JUL 2012 - NOV 2014, CANBERRA/SYDNEY

Be agile, adaptive, technically brilliant -- and deliver.

As a forward-deployed engineer, I'm the face of Palantir (demonstrating brilliance and insight, determination to succeed, and commitment to the cause) and its arm and legs (getting things done). I know I've done my job when geeks respect me for my mad skills, management for my approachability and humbleness, and the team for delivering above and beyond expectations.

As a forward-deployed engineer, it's my job to solve the world's hardest problems:

- Identify, scope and deploy sophisticated deployments
- Develop data integrations, customisations to the Palantir platform and entirely new services using the best possible technology available
- Independently break down and solve complex client problems with little direction

I have built and run a deployment all the way from the initial scoping to hardware installation, system integration, custom code and ongoing maintenance, using a combination of Java, Oracle, Elasticsearch, Cassandra and Gradle.

Monitise / Software Configuration Manager

AUG 2008 - MAR 2012, LONDON/REMOTE

My team and I provided an essential service to the technology teams around the globe. We were responsible for:

- publishing various software packages for test and production.
- managing access rights, merging regional branches and cross-porting features.
- developing the build and support systems required.
- improving and implementing the standards and methodologies for truly "world class" software development.

Whilst with Monitise I have:

- implemented and managed a continuous integration service (Hudson, Jenkins). This system has since grown into a distributed build-farm which packages, verifies and releases over 30 projects.
- managed a staged migration from CVS to Git and Google Gerrit. With Jenkins, this combination allows pre-commit verification and a powerful development workflow.
- replaced the existing monolithic Ant build with a lighter, simpler system that uses Ivy and Sonatype Nexus for dependency management. The modularisation of our code-base and introduction of the artifact repository has enabled a transition to Maven, currently underway.
- deployed our products to Amazon's EC2 and RDS platforms as an R&D project. On the strength of my findings, this platform will now be further explored for all our products and services.

Experience

Royal Bank of Scotland / Software Configuration Manager

NOV 2005 - AUG 2008, LONDON/EDINBURGH

As an agile & motivated member of the large RBS developer community, my responsibilities have ranged from third-level (technical) production support of several Java/WebSphere applications to becoming the SCM of a large wealth-management portal.

With RBS, I have:

- implemented a continuous integration and release system (Hudson)
- managed a version-control migration from Perforce to Rational ClearCase
- developed bug-fix patches, performed system monitoring and implemented pro-active system resilience improvements
- provided 24x7 support (standby) and end-user technical trouble-shooting
- gained exposure to many facets of the business, processes and development workflow

GUI Computing / Java Team Lead

JUN 2003 - JUN 2005, MELBOURNE

As the lead developer for the new GUI Java team it was my responsibility to design and implement the full Java development environment, from version control (CVS) and the build system (Apache Ant, Cruise Control) through to development best-practises such as code reviews.

I was responsible for:

- Software requirements gathering, design and implementation
- Production of high-quality user and technical documentation
- Installation and management of CVS and Cruise-Control
- Configuration and support of Linux and Unix development servers
- Deployment to Websphere 4 and 5, Apache Tomcat and Apache HTTP server on Linux and Solaris
- Developing a front-end based on Apache Struts
- Unit testing with Junit

OrderMate / Analyst Developer

JUL 2002 - JUL 2003, MELBOURNE

- Development of Java and PHP software for the Ordermate POS product.
- Administration of Linux file-servers and application platform.
- Test-process design (including test cases and field testing).

Pracom / Analyst Developer

JUL 2000 - JUL 2002, MELBOURNE

- Design and develop new telephony products using core architecture guidelines
- Design and develop the core offline billing engine
- Pilot project with Rational Unified Process
- Providing ongoing reports to the Project Management department

Education

Swinburne University of Technology / BAsc. (Multimedia & Networks)

1997 - 2005, MELBOURNE

The Bachelor of Applied Science (BAsc) programme in Multimedia, Telecommunications, and Networks offers a dynamic blend of theoretical knowledge and practical skills in the rapidly evolving fields of multimedia, telecommunications, and network technologies. Students delve into the intricate workings of multimedia systems, exploring concepts such as digital image processing, audio and video compression, and interactive multimedia design. Simultaneously, they gain a deep understanding of telecommunications principles, including network architectures, protocols, and transmission techniques.

Skills

Engineering Management · FinTech · Big Data · Software Engineering · Agile Delivery · Scrum · Amazon Web Services (AWS) · Google App Engine · Docker · ECS · Kubernetes · Helm · Terraform · Hashicorp Packer · Java · Java/RX · Node · React · GraphQL · ReactiveX · Python · Django · Django REST Framework · Apache Kafka · Apache Cassandra · Apache Hadoop · Apache Spark · Elasticsearch · Gradle · Maven