



**Head of DevOps (FX) HSBC**

Nov 2014 – Present · 4 yrs 2 mos  
London, China, India, Canada

Transforming the FX business to go fast with safety. In 3 years we took a 200 person team in London, Poland, China and Hong Kong from 25 releases a year to 12,000 production releases a year and substantially eradicating their tech debt.

... See more

**Chief Technical Architect**

bwin.party digital entertainment

Oct 2013 – Oct 2014 · 1 yr 1 mo  
London, Gibraltar, Vienna, Hyderabad, Kiev, Stockholm

A first generation Internet firm stuck a little bit with a transition to digital, I am the Chief Architect. I adopted a peripatetic role in the style of Martin Fowler. I talk to engineers and product people, moving projects along and changing practices.

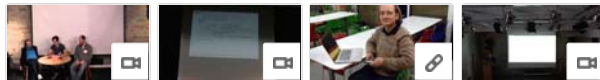
... See more

**hacker**

#emacs

1998 – 2014 · 16 yrs

I am involved in the Emacs community as the author of Elnode (the Emacs webserver) and as an evangelist for Emacs as a devstack.

**DevOps Hacker**

SoundCloud

Jun 2013 – Sep 2013 · 4 mos  
Berlin Area, Germany; The Internet

Consulting on Delivery, Remote Working and Operational issues for the Berlin startup.

**Continuous Delivery Principal**

ThoughtWorks

Nov 2011 – Jun 2013 · 1 yr 8 mos

Consulting for various ThoughtWorks clients on continuous delivery and agile infrastructure, development and operations.

Coaching client managers and engineers, leading smallish teams of TW developers, givi.. See more

**CTO**

Woo Media, Inc

2007 – Oct 2011 · 4 yrs  
London, Los Angeles, Cyberspace

The Chief Technical Officer, responsible for the whole technical piece and all strategy and design at the \$20M funded startup. I hired and led a technical team of 15 to build 3 large (10 million uniques pm) sites around "live" and online video. I built a fast, adaptive engineering culture that delivered 8000 releases in 4 years... See more

**Owner**

tapsell-ferrier consulting limited

May 1998 – Aug 2008 · 10 yrs 4 mos

The contracting firm I did all my consulting under till WooMe.

**DevOps Hacker**

BT

Dec 2005 – Dec 2006 · 1 yr 1 mo

London

A DevOps consultant to the 21CN project aiming to revitalise BT's delivery of IT in the face of 21st century challenges.

I designed and built the FastFarm container virtualization platform with a team of two gr... See more

**Consultant**

clickstream

2006 – 2006 · less than a year

helping the clicktracker site with various technical problems on linux operating systems.

**Scalability Architect**

Vibrant Media

May 2004 – Nov 2005 · 1 yr 7 mos

London

Helped design and architect version 2 of the Intellitxt product: highly horizontally scalable ad delivery platform based on Linux/JVM migrating from a Windows product.

Responsible for mentoring the Vibrant Media Chief Architect with Java and JVM perform... See more

**Directory Architect**

earthport plc

Feb 2004 – May 2004 · 4 mos

Design and implementation of an LDAP datastore and associated enterprise Java wrapper for the electronic payment system.

Training and assisting the sysadmin team in deployment of the LDAP system.Senior dev... See more

**Tactical Product Team leader**

Thompson

2000 – 2004 · 4 yrs

London

Worked with the legal publishing arm of Thompson on projects building tactical products for the UK legal market. I led and mentored a team of 5 non-Java developers (including my replacement manager) to design and build Java/Tomcat web based products on top of Oracle 7, 8 and 9i.

... See more

**Lead developer**

Mondus

Aug 2001 – Dec 2001 · 5 mos

London

Helping the ecommerce startup build backend management systems. The dotcom company made all sorts of mistakes that were very interesting to observe.

**Servlet JSR Expert Group member**

Sun

Jan 2000 – Aug 2001 · 1 yr 8 mos

The Internet

I worked on the JSR for Servlet API 2.3. My design for the filter API was accepted into the API and is now widely used. It's based on a chained interceptor pattern and came out of work I did at BT and previously, designing and working with servlet containers; <http://jcp.org/en/jsr/detail?id=53>

... See more

**Talk21 System architect, team lead**

BT

Jan 1998 – Jun 2001 · 3 yrs 6 mos

Ipswich and London

Building BT's first generation webmail platform. In the days when BT still hoped to compete with Yahoo and AOL for users of a more generic web stack than just broadband BT set up this ambitious project.

... See more



### Network Manager

UK Government Property Holdings

May 1995 – Apr 1998 · 3 yrs  
London, United Kingdom

managed physical and software network stuff, built lots of earlyish web software: http proxy, web server, email gateways.



### IT Manager

OFGAS, the Office of Gas Supply

Sep 1991 – Apr 1993 · 1 yr 8 mos  
London, United Kingdom

Managed all the IT infrastructure and 1 junior.  
Did IT support through various MMC submissions.  
Learned how to lead people.  
Learned how to hate monopolies.

[Show fewer experiences](#) ^

## Education



### University of Portsmouth

1988 – 1989

## Skills & Endorsements

### Linux · 57



Endorsed by Matt Saunders and 5 others who are highly skilled at this



Endorsed by 6 of Nic's colleagues at HSBC Global Banking and Markets

### REST · 39



Endorsed by 2 of Nic's colleagues at bwin

### Open Source · 29

汪文君 and 28 connections have given endorsements for this skill

## Industry Knowledge

Software Development · 27

Continuous Integration · 18

Test Driven Development · 18

Distributed Systems · 15

Scalability · 14

Web Services · 11

Cloud Computing · 11

Agile Project Management · 10

Web Applications · 8

Software Design · 6

Consulting · 4

Shell Scripting · 3

Virtualization · 3

Web Analytics

## Tools & Technologies

Java · 25

JavaScript · 23

Python · 22

Unix · 22

MySQL · 22

PostgreSQL · 19

Git · 16	Java Enterprise Edition · 13
XML · 11	Bash · 10
XSLT · 10	Django · 8
Apache · 5	Ruby · 5
Subversion · 5	C++ · 4
Oracle · 4	C · 3
MongoDB · 3	Spring · 3
Ruby on Rails · 3	Amazon Web Services (AWS) · 3
PL/SQL · 2	Web 2.0 · 1

#### Interpersonal Skills

Leadership · 3

Other Skills 

Emacs · 19	Lisp · 12
Puppet · 7	DevOps · 6
Emacs Lisp · 4	Vim · 2
ADA · 1	Redis · 1

[Show less](#) 

## Recommendations

[Received \(15\)](#)

[Given \(22\)](#)



**Frank J.**  
Technology Consultant  
December 18, 2011, Frank reported directly to Nic

As CTO at WooMe, Nic had an improbable ability to orchestrate a geographically distributed multi-national team's efforts, not only managing developers and operations staff across timezones, but involving the whole company in the technical side of things (so important particularly for a startup!), educating and inspiring by nimbly calibrating his explanations to the level of a colleague's understanding, from marketing intern to SEO expert.

I was repeatedly amazed by how he managed to keep abreast of minute details of each of his senior employee's domains. It felt like if I'd disappeared from the team suddenly, Nic would've been able to pick up the database operations' job without skipping a beat.

He is also a highly skilled and proficient hacker, and kept contributing tools to make his developer's and operations guys' lives easier and boost their productivity. You're unlikely to find a more passionate, competent and dedicated technical leader.



**Marisol MacGregor**  
Learning, People, + Culture Development | Leadership Coaching  
November 7, 2011, Nic was senior to Marisol but didn't manage directly

Nic is one of the hardest working, cleverest, and most compassionate leaders I've encountered. His management style involves a genuine concern for the well-being of his direct reports, as well as, those who are not. He added a very human component to WooMe's company culture, while working inhuman hours. He provided an unrelenting sense of humor and level of intelligence

that is almost impossible to come by, yet completely necessary for the grind of a startup environment. Needless to say, I am grateful to have had the privilege of working with him.



**Brittney D. Warren**

Associate Agent at Redfin

November 3, 2011, Nic was senior to Brittney D. but didn't manage directly

Nic was a great leader, friendly, reasonable, and very dedicated. He was always willing to help me out with new tasks despite being very busy.



**Edward George**

VP of Engineering, LDN & CPH

October 28, 2011, Edward reported directly to Nic

An inveterate hacker. Believes in getting things done and getting them done right. Clearly committed to the task at hand, he invested so much at Woo Media. Never a tyrant as CTO; we didn't always agree but we could always have a reasoned, logical, and technically founded discussion about the issue at hand. A pleasure to work with.



**Otu Ekanem**

Chief Technology Officer at AEQUAM CAPITAL

October 25, 2011, Otu reported directly to Nic

Good management, like most other skills, can be learnt given enough time and dedication, good leadership however is a much rarer quality. It is this quality which makes Nic a pleasure to work with and for. I have done so at two different companies and wouldn't hesitate to join him again. His dedication to his team, his extensive understanding of technologies old and new, as well as his patience as a mentor make him an excellent asset in any technical environment. Put simply, he just gets it.



**Allan Brisbane**

VP of Engineering at MediaGamma

October 24, 2011, Allan reported directly to Nic

Nic has extensive knowledge of various programming languages, open-source systems, as well as being highly skilful in application design and development. I learned a huge amount whilst working with him, and can also attest to his management and leadership skills as a CTO as being being exemplary. Working with Nic was most definitely a pleasure.



**Matthias Galica**

Product Manager and Information Architect

October 24, 2011, Nic was senior to Matthias but didn't manage directly

Nic was my CTO while I was a product manager at WooMe. I was impressed by his ability to go the extra mile, working herculean hours in efforts to lay a world-class robust foundation for synchronous video engagement.



**Sonya H.**

10+ Years Growth Marketing | @FreedomPop | Airbnb Alum

October 23, 2011, Nic was senior to Sonya but didn't manage directly

I was always impressed by Nic's ability to simplify and explain very complex technical projects. He is a great leader and listener, genuine, diplomatic, caring, and above all - an incredibly efficient and hard worker.



**David Wiles**

Designing and building green urban transport solutions

July 1, 2011, Nic worked with David in the same group

I can't understand how Nic's still alive: 4 kids, 1 large dog, a dwindling number of chickens and the 24hr job of CTO for WooMe. I've known him since 2004 and he just hasn't stopped. He's also found time in amongst all this to deal with my inane coding questions. A true pro with a thermo-nuclear sense of humour.



**Eamon Mason**

Cloud Architect at Thomson Reuters

August 20, 2010, Eamon was a client of Nic's

Nic is an incredibly bright individual with an uncanny knack for solving the issues others don't face. An open minded thinker with a great, proactive work ethic; and a thoroughly nice chap to boot.



**Nigel Pepper**

Director of Information Security at OneMarket

July 13, 2010, Nic worked with Nigel in the same group



**Dan Bennett**  
Information Services,  
Technology & Data at  
Castlelake LP  
July 6, 2010, Dan was a client of Nic's

I pulled Nic onto my projects multiple times. Very strong technically, with innovative, clean approaches to design. Strong work ethic. Nic is very confident in his abilities and has strong personal integrity. He won't sugarcoat bad news or pretend everything is going to be OK if it isn't.



**Nick Taylor**  
Consultant at Paragon  
Solutions Group  
July 5, 2010, Nick managed Nic directly

Nic is the ideal hacker. Loads of fantastic ideas, and most of them pragmatic! Unlike so many coders today, Nic really understands the deep innards of the systems he creates, and has the knack of explaining it well. A pleasure to work with.



**Alexander Vickery**  
First Officer A330 at  
AirTanker  
July 5, 2010, Nic worked with Alexander in the same group

Nic has an extensive and vast knowledge of IT, which he uses to tackle computer related challenges with aplomb. He is able to deliver expert advice on both legacy and emerging computing technologies; be it related to software development, operating systems or network infrastructure. Nic is highly competent and has both the determination and skill base to accomplish success on large, complex computing projects.  
Nic also has a keen interest in fostering knowledge in others, and always takes the time to assist others whilst ensuring that the solution he provides is understood.  
Nic is a likeable chap and has the ability to build a rapport with a wide range of people in a team environment, whilst retaining sufficient personal charisma that ensures an after-work drink will be thoroughly interesting.

I had the pleasure of working with Nic whilst I was a Technical Project Manager at BT Plc.



**Andre Lambrechts**  
Principal Architect - Service  
Governance at Thomson  
Reuters  
July 5, 2010, Andre was a client of Nic's

Nic is someone who knows his subject area extremely well and is really good at mentoring and inspiring others.

### Accomplishments

4 Projects

Elwiki • Elnode • GNU doc site • marmalade-repo

### Interests



**FitFlop**  
8,582 followers



**Facebook**  
3,252,578 followers



**HSBC Global Banking and Markets**  
108,385 followers



**Python Community**  
138,310 members





**AIESEC**  
192,062 followers




**WIRED**  
1,526,784 followers

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