

Duncan Bayne

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I've been a programmer since I was 8, and a professional technologist since I was 19. Over the years I've developed as much of a love for the people and processes that produce great products, as I have for the technologies that make them work.

I love leading high-performing teams to build great products, and nurturing struggling teams into high performers, enjoying every aspect of the work from hands-on development through to executive leadership.

Key Skills

- Leadership, Management, OKRs, Theory of Constraints, Software Architecture, Cloud Architecture
- Ruby, Rails, JavaScript, React, AngularJS, HTML, CSS, Ember.js .NET, C#, WinForms, WPF, Perl
- PostgreSQL, SQLite, SQL Server
- Common Lisp, Emacs Lisp, Clojure, Golang, C, Tridium
- CloudFormation, EC2, ECR, ECS, Fargate, CloudFront, Route53, IAM, Lambda, S3

Professional History Highlights

National Australia Bank

Manager Engineer

Aug 2021 - Present

- Introducing policies and practices to improve work-life balance for permanent and contingent staff.
- Coaching project delivery staff and stakeholders in Agile processes.
- Uplifting vendor management in line with Bank and regulatory requirements.
- Growing our project from 2 to 5 delivery teams in both India and Australia.

Cogent Co

Lead Consultant

Oct 2015 - July 2021

- Clients included Afterpay, realestate.com.au, Open Universities Australia, Fresho, Hooroo, and MYOB.

Afterpay

Technical Product Manager

Aug 2019 - July 2021

- Transformed the Technical Engineering and Global Devops teams into a coherent Platform group, focused on delivering value to internal customers.
- Initiated the development of a Kubernetes-based internal Platform as a Service within Afterpay.
- Mentored and assisted the Engineering Managers on Platform.

realestate.com.au

Executive Engineering Manager

Sep 2018 - Aug 2019

- Lead the leaders of a Tribe of four product teams while uplifting practices and processes across the Tribe.
- Helped those teams deliver 4 new products during that time: Reach, Pay per Lead, Ratings, and Agency Search.
- Improved our learning and development system by introducing transparent per-person L&D budgets.
- Matured our Tribe's DevOps capability by introducing a rotating platform support roster.

Open Universities Australia

Development Team Lead

Mar 2018 - Sep 2018

- Increased release frequency by introducing Theory of Constraints to address bottlenecks.
- Improved release safety by introducing automated UI testing and test-driven infrastructure as code.
- Mentored several junior developers.

Fresho

Senior Software Developer - AWS, Ember.js, Ruby

Nov 2017 - Mar 2018

- Improved reliability and performance by migrating core components to AWS.

Hooroo

Senior Software Developer - Ruby

Aug 2017 - Nov 2017

- Helped migrate between virtual credit card providers to a tight timeframe and budget.

MYOB

Senior Software Developer - AWS, Clojure, Java, JavaScript

Oct 2015 - Aug 2017

- Introduced a valuable, reliable, CI system for the Essentials Online project.

GreenSync Pty Ltd

Senior Software Developer -AngularJS, AWS, Golang, Ruby, Tridium

Oct 2013 - Oct 2015

- Helped build an end to end IoT power demand management system from control systems to the Web front-end.

realestate.com.au

Senior Software Developer - AWS, Ruby

Mar 2013 - Sep 2013

Lonely Planet

Senior Software Developer - CoffeeScript, Backbone.js, Ruby

Sep 2011 - Feb 2013

Leighton O'Brien

Senior Software Developer - .NET, C#, Silverlight

Feb 2010 - Sep 2011

- Created LoB's .NET development capability, hiring and mentoring a small .NET development team.

Leica Microsystems

Software Developer - .NET, C#, Silverlight

Jun 2008 - Jan 2009

Varian Inc.

Software Developer - .NET, C#, WinForms

Jun 2007 - May 2008

Object Consulting - BUPA

Software Developer - .NET, C#, WinForms

Mar 2007 - Jun 2007

OffByZero Pty Ltd

Director

Mar 2007 - Sep 2011

- Co-founded a profitable software startup.
- Brought two new software products to market from inception through to development, sales, and support.

Agile Software NZ

Software Developer - .NET, C#, WinForms, Python

Jan 2006 - Feb 2007

Pharos Systems International

Software Developer - .NET, C#, WinForms

Sep 2002 - Jan 2006

NetWin LTD

Software Developer - C, Perl

Aug 2000 - Sep 2002