

Paige Lester

Personal Statement

Engineering Manager with 12 years in software, spanning regulated FinTech and scientific instrument software. I line-manage a team of five delivering three .NET and Angular applications against three separate release schedules, having come to management through the code — Senior and then Principal Engineer on the same team. That is where I intend to stay: close enough to the technical detail to make architectural calls and to mentor engineers through real work rather than from a distance. In the past year I have progressed two engineers from mid-level to senior, shipped eight releases, and taken on the structural problems that slow delivery down, including those owned by other departments. I am looking for an engineering management role with that same balance of people leadership and technical involvement — the domain matters less to me than a well-defined problem.

Work Experience

Engineering Manager

Waters Corporation

Nov 2024 – Present

- Line manager to five — four developers and the team's tech lead — on the team I previously worked in as Senior and Principal Engineer
- Progressed two engineers from mid-level to senior through structured mentoring, handing over technical analysis and stepping back to let them reach their own conclusions
- Driving a cross-department pilot, without line authority, to remove a documentation and translation bottleneck adding three to six weeks to the end of every release
- Won buy-in from that department by supplying the technical capability they lacked rather than imposing process: moving them toward docs-as-code, continuous translation and AI style-guide-driven pre-review in place of sequential manual gates
- Managed delivery of three Waters Connect applications against three separate release schedules with a single team, where most teams in the business carry one; shipped 8 releases
- Partnered with the Product Owner to run a multi-week customer feedback programme on a major release, rebuilding confidence among users who had long felt unheard — described at customer conferences as the biggest improvement to the application in years

Principal Software Engineer

Waters Corporation

Mar 2024 – Nov 2024

- Promoted to Principal on the same team and applications, with a remit extending across departments
- Led the first release of the team's third application from scratch
- Drove genuine adoption of the UX department's shared UI component library — mandated across Waters Connect but barely used in practice — and worked directly with that team to improve the integration path
- Extended the shared-package programme begun as Senior Engineer into the wider estate
- Mentored less experienced developers through pairing and mob programming, widening the group of engineers confident to work across all three applications

Senior Software Engineer

Waters Corporation

Jan 2023 – Mar 2024

- One of four developers in a seven-person team owning three Waters Connect applications in .NET and Angular, where most teams in the business own one and some share a single application between several teams
- Absorbed the team's growth from two applications to three with no additional headcount by replacing cloned code with shared packages, the first genuine code sharing across the Waters Connect estate
- Diagnosed the underlying maintenance problem: code copied between applications and teams, leaving quality that varied with the age of each copy, and engineers routing around areas they could not follow
- Drove adoption of the shared packages beyond the immediate team to at least four others
- Rebuilt the processing workflows behind the platform's algorithms and set the clean-code and maintenance standards the team works to
- Cut the cost of context switching between applications and made release readiness more predictable; shipped two releases

Senior Developer

Caspian

Jan 2022 – Jan 2023

- Squad lead of an agile development team containing Developers, DevOps, Testers and Data Scientists
- Architecting software for Tier 1 banks in AML investigations in AWS using Docker, Kubernetes, AWS Lambda, s3 buckets, SNS/SQS
- Setting CI Bitbucket pipelines to ensure code quality with automated testing and SonarCloud and checking for potential vulnerabilities with Snyk
- Developed microservice communication with message broker RabbitMQ using MassTransit in .NET and pika in Python
- Setting up automated testing pipelines using Selenium, Cucumber, Wdio and Jira with Xray

Developer

Caspian

Dec 2016 – Jan 2022

- Machine Learning engineering translating Data Science research and experimentation into unit tested production quality software in Python including packages such as: SkLearn, Tensorflow and Spacy
- Developed a classifier training pipeline using Luigi supporting SkLearn and Tensorflow models including stages for labelling data, hold out, consensus, preprocessing, training, predicting and model performance reporting
- Developed customer facing tutorials for bank interface translated into multiple languages and compatible with bidirectionality
- Developed client facing demos to secure new business using React and Typescript in GCP's App Engine

Simulation Developer

Caspian

Dec 2014 – Dec 2016

- Mentored junior simulation developers
- Developed simulations for training bank staff in AML investigations
- Developed simulations for Health and Social Care

Quality Assurance Analyst

Caspian

Aug 2014 – Dec 2014

- Manual testing simulations
- Bug reporting in Jira
- Simulation developer training

Skills

Languages & frameworks

C#/.NET/.NET Core

Angular

TypeScript/JavaScript

React

Python

SQL/NoSQL

HTML5/CSS3

Cloud & delivery

AWS/Lambda/S3/SNS/SQS

Docker/Kubernetes

CI pipelines

Automated testing (Selenium, Cucumber, Wdio)

SonarCloud

Snyk

Tooling

GitHub

Bitbucket

Jira

Confluence

Docs-as-code

Leadership

Line management

Mentoring and progression

Scrum

Cross-team delivery

Release management

Education

St Joseph's Catholic Academy

2012 – 2014

Hebburn Comprehensive School

2007 – 2012

Links

[LinkedIn \(https://www.linkedin.com/in/paige-lester-267b979a\)](https://www.linkedin.com/in/paige-lester-267b979a)

[GitHub \(https://github.com/paigelester\)](https://github.com/paigelester)

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