Josh Curtis

Technical Director, Delivery Leader and QA Specialist.

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Experienced delivery leader with a strong background in **scaling engineering organisations**, leading **strategic software initiatives**, and embedding practices that drive **continuous improvement**. Proven ability to build and grow **high-performing delivery units**, align **technical execution with business objectives**, and create environments optimised for **flow, value, and learning**.

Delivery Leadership Experience

CTO & Associate Partner – Ki Reply

July 2024 – December 2024 (Redundancy)

Rejoined Reply to lead **Ki Reply** — a consultancy dedicated to optimising **engineering and delivery performance**.

- Established **tunable delivery environments** focused on **outcome optimisation**
- Embedded **generative AI** into **SDLC workflows** to support **developer productivity**
- Diagnosed and resolved **systemic blockers** to **delivery flow and business value**

Agile & Scrum   Team Scaling   Innovation & AI   Digital Transformation

CTO & Associate Partner – Canvas Reply

December 2021 – December 2023

Founded and scaled **Canvas Reply** from inception into a **full-service delivery unit** within the Reply Group.

- Scaled the organisation from **30 to 150+ consultants**
- Generated over **£14M in annual revenue**
- Defined and executed the **technical and delivery vision**
- Led **major deliveries** including easyJet Holidays and Domino's UK rebuild

Project Management   Team Scaling   Digital Transformation

Projects Delivered

easyJet Holidays

easyJet holidays

Acted as one of three **delivery leads** across PM, engineering, and QA. We ran a **monolithic delivery team** structured for **high velocity** and pragmatism — favouring speed and business value over rigid process. From a blank slate to a functioning, **revenue-generating platform** in just **7 months** with **40+ team members**.

Agile & Scrum   Project Management   Team Scaling

easyJet Airlines

easyJet

Oversaw the stable migration from easyJet's **legacy eJ2 platform** to a new **microfrontend architecture**. I led the **sprint teams** and ensured **consistent velocity** and quality delivery over time, coordinating closely with product and commercial stakeholders.

Legacy Modernisation   Agile & Scrum   Digital Transformation

Domino's UK

Domino's Pizza

Initially brought in as **Head of QA**, it quickly became clear that a **hybrid QA and Delivery Lead** role was needed to meet targets. I introduced **structured reporting and governance practices**, ran **multiple sprint teams**, and later mentored and replaced myself to ensure **sustainable delivery**. Domino's had **stringent reporting requirements** around delivery velocity, which I formalised through **lightweight but auditable delivery ops**.
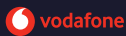
Agile & Scrum   Project Management   Selenium   Cypress   Team Leadership

Vodafone MPR

vodafone

Working alongside the **Finance Service Manager for BI**, I was tasked with rebuilding Vodafone's **internal finance reporting platform** to demonstrate the power of **modern data visualisation**. With a **small budget**, I built and scaled a **delivery team** that later incorporated both **client-side and internal developers**. We introduced early **NLP/NLG capabilities** (pre-AI boom) to support **conversational insights** for stakeholders and execs.

Innovation & AI   Team Scaling   Project Management

VM O2 Moonshots

Virgin media O2

Led a **small prototyping team** to develop a **federated digital information wallet** for the public — allowing users to manage, authorise, and **monetise access** to their personal data. This **speculative innovation effort** explored **decentralised identity and trust models** for consumer data control.

Innovation & AI   Team Leadership   Digital Transformation

JD Williams

JD·WILLIAMS

Led **agile transformation** and **delivery modernisation** of JD Williams' **legacy systems**. I provided executive leadership with **continuous delivery metrics**, embedded **agile governance** across teams, and helped establish **predictable, iterative release practices** across critical services.

Agile & Scrum   Legacy Modernisation   Digital Transformation

Delivery Leadership Skills

AGILE & SCRUM

(Scrum Master) (Kanban) (SAFe) (Sprint Planning) (Agile Coaching)

Led monolithic delivery teams structured for high velocity and pragmatism. Coordinated sprint teams ensuring consistent velocity and quality delivery. Balanced strategic delivery with hands-on leadership in scaling environments.

PROJECT MANAGEMENT

(Stakeholder Management) (Risk Management) (Budget Planning) (Timeline Management) (Program Management)

Generated over £14M in annual revenue through strategic project delivery. Led major deliveries including easyJet Holidays and Domino's UK rebuild. Coordinated closely with product and commercial stakeholders across complex programmes.

TEAM SCALING

(5-50+ Engineers) (Multi-vendor Teams) (Global Teams) (Hiring & Onboarding) (Team Development)

Scaled organisations from 30 to 150+ consultants across multiple vendors and global teams. Led hybrid onshore/offshore teams across delivery cycles. Defined QA operating models and embedded practices across multidisciplinary teams.

DIGITAL TRANSFORMATION

(Legacy Modernisation) (Cloud Migration) (Process Optimization) (Change Management) (Transformation Strategy)

Led major digital transformations including easyJet's migration from legacy eJ2 platform to microfrontend architecture. Modernised QA strategy for legacy Windows-based platforms. Created observable and tunable working environments.

REVENUE GENERATION

(£14M+ Annual Revenue) (Client Relationship) (Business Development) (Commercial Strategy) (Account Management)

Generated over £14M in annual revenue through strategic project delivery and client relationships. Built and maintained strong partnerships with key stakeholders across multiple industries and complex programmes.

TECHNICAL OVERSIGHT

(Architecture Review) (Quality Assurance) (Technical Strategy) (Best Practices) (Technology Selection)

Provided technical oversight and guidance across multiple delivery teams. Ensured quality standards and best practices were maintained while balancing technical excellence with business delivery objectives.