Josh Curtis

Technical Director, Delivery Leader and QA Specialist.

✉ josh@josh-curtis.co.uk   📞 +44 7896 831 737   ○ GitHub   in LinkedIn

Experienced technology leader with over **15 years of expertise** in **software delivery, test management, and scaling engineering organisations**. I've successfully led **major digital transformations** and built **high-performing teams** across various industries, from **startups to enterprise-level organisations**. My expertise spans the full spectrum of technology leadership — from **hands-on test architecture and QA strategy** to **executive-level delivery management and organisational scaling**.

Management & Leadership Experience

CTO – Ki Reply

July 2024 - December 2024 (Redundancy)

I rejoined Reply to lead **Ki Reply**, a consultancy focused on two key areas: improving **software engineering and delivery performance**, and exploring how **modern practices** — including **generative AI** — can be leveraged to optimise outcomes. My role involved creating **observable and tunable working environments** that help teams identify the blockers preventing them from achieving their **technical and business objectives**.

Generative AI   Digital Transformation   Team Scaling   Agile & Scrum   Innovation & AI

CTO – Canvas Reply

December 2021 – December 2023

I was responsible for the creation and growth of **Canvas Reply**, a new business unit within Reply Group, focused on **full end-to-end software delivery**. Under my **technical leadership**, Canvas scaled from **30 to over 150 employees** and delivered over **£14M in annual revenue**. I shaped the **technical vision** of the business and led major projects including the **full bottom up development** of easyJet Holidays and the **frontend rebuild** of dominos.co.uk.

System Architecture   Team Leadership   Project Management   Team Scaling   Digital Transformation

Test Architect/Manager – Equal Experts (McKesson/Lloyds Pharmacy)

January 2019 – June 2019 (Contract)

Worked closely with stakeholders to establish and implement a **structured QA approach**, including **hiring, planning, and technical delivery**. My work focused on **modernising QA** for a **legacy Windows desktop application** using **Packer, Vagrant, and UFT**. The project ended early due to a shift in business strategy by McKesson.

Legacy Modernisation   CI/CD & Automation   Security & Compliance

Test Architect/Manager – WMReply

October 2017 – August 2018 (Contract)

Led the **QA team** for the easyJet FCP project, overseeing **manual and automated test development** across an **onshore/offshore team**. I built the **automation framework** using **C#, .NET, and SpecFlow**, and was responsible for **testing strategy, hiring, and stakeholder engagement**.

C# / .NET   Java   Selenium   Serenity   Team Leadership   Agile & Scrum

Technical Leadership Skills

ARCHITECTURE & SYSTEM DESIGN

System Architecture · Microservices · Cloud Design · Scalability · Enterprise Architecture

Led technical vision and architecture for Canvas Reply, scaling from 30 to 150+ consultants. Designed enterprise-level QA strategies and automation frameworks using C#, .NET, and SpecFlow. Established tunable delivery environments focused on outcome optimisation.

TEAM LEADERSHIP

Technical Mentoring · Code Reviews · Best Practices · Team Development · Technical Strategy

Built and scaled high-performing delivery units from 30 to 150+ consultants. Led multidisciplinary teams across onshore/offshore environments. Mentored successors and embedded sustainable practices across engineering organisations.

PROGRAMMING & DEVELOPMENT

C# / .NET · Java · JavaScript/TypeScript · Python · React/Angular

Built automation frameworks using C#, .NET, Java, and SpecFlow. Led frontend rebuilds including Domino's UK. Embedded generative AI into SDLC workflows to support developer productivity and modern practices.

CLOUD PLATFORMS

AWS · Azure · Docker/Kubernetes · Cloud Architecture

Led cloud migrations and digital transformations across multiple industries. Designed scalable architectures for high-velocity delivery teams. Implemented automated provisioning using Packer and Vagrant for legacy modernisation.

CI/CD & AUTOMATION

Jenkins · GitHub Actions · Azure DevOps · Terraform · Infrastructure as Code

Supported CI/CD integration and automation at scale in high-pressure environments. Built comprehensive automation frameworks and established structured QA practices. Embedded modern practices into SDLC workflows.

INNOVATION & AI

Generative AI · Machine Learning · AI Integration · Emerging Tech

Explored how modern practices including generative AI can be leveraged to optimise outcomes. Embedded AI into SDLC workflows to support developer productivity. Focused on emerging technologies for delivery optimisation.