Azlan Cuttilan

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ENGINEERING MANAGER - SOFTWARE DEVELOPMENT

People Leadership · Product Engineering · Technical Leadership · AI-Assisted Engineering

Engineering Manager with a long-standing software engineering background, experienced leading a geographically distributed team that grew from five to eight permanent and contract engineers, including senior and principal engineers.
People-first manager combining coaching and career development with hands-on technical judgement across customer-facing products, internal platforms and distributed systems. Partners closely with Product and Design on customer needs, engineering roadmaps and delivery while remaining technically involved through architecture, code review and implementation support. Experienced evaluating AI-assisted development tools and establishing practical guidance for responsible adoption.

LEADERSHIP & ENGINEERING EXPERTISE

People Leadership: Coaching and career development, recruitment and interviewing, performance management, senior engineer development
Product & Delivery: Customer discovery, Product and Design partnership, engineering roadmaps, experimentation, cross-functional delivery
Engineering: Architecture, distributed and event-driven systems, developer experience, CI/CD, observability, accessibility, AI-assisted software development

PROFESSIONAL EXPERIENCE

ENGINEERING MANAGER, SOFTWARE DEVELOPMENT | JUSTGIVING | Jul 2022 – May 2025

- Led a geographically distributed engineering team that grew from five to eight permanent and contract engineers, including senior and principal engineers.
- Developed engineers through regular one-to-ones, career coaching, growth planning and clear expectations, including structured support for engineers experiencing performance challenges.
- Mentored an intern through progression into permanent employment and onward development to mid-level engineer.
- Contributed to recruitment through role preparation, CV review, cultural and technical interviews, technical assessments and hiring recommendations.
- Partnered with Product and Design to translate customer and business needs into engineering priorities and delivery plans, with responsibility for the annual engineering roadmap.
- Used customer research, behavioural evidence and experimentation to inform product and engineering decisions.
- Guided architecture and engineering trade-offs while remaining hands-on through production code, pull-request reviews, technical design and support for complex implementations.
- Worked across frontend and backend services using React, TypeScript, GraphQL, .NET, AWS and Azure, including APIs and distributed, event-driven systems using Amazon SNS and SQS.
- Led the development and launch of Site Builder, enabling third parties to create and manage custom fundraising campaign microsites.
- Improved engineering capability through reusable internal tooling, CI/CD, observability and design-system approaches, while supporting reliability, accessibility, security and compliance requirements.
- Evaluated GitHub Copilot and Cursor for software-development use, considering developer workflow, code quality and engineering accountability, and contributed to adoption guidance and guardrails around code ownership and responsible AI-assisted development.

SENIOR FRONT-END ENGINEER | JUSTGIVING | Jun 2019 – Jul 2022

- Built customer-facing products and internal platforms while developing broader technical leadership across Engineering, Product and Design.
- Built internal tooling and reusable design-system capabilities to support teams creating and iterating digital experiences.
- Partnered with Product and Design to align technical decisions with customer and business requirements and contributed to customer discovery and experimentation.
- Contributed to search and discovery improvements using customer research, behavioural analytics and engineering evidence.
- Mentored engineers and provided technical guidance, feedback and implementation support across product and platform delivery.

SENIOR FRONT-END ENGINEER | KALO | Mar 2018 – Jun 2019

- Developed Kalo's Freelancer Management System and marketing platform in collaboration with Engineering, Product, Design and Marketing.
- Led feature delivery, mentored junior engineers and worked with stakeholders to align user-interface improvements with product needs.
- Took custodianship of the design system and promoted accessibility through engineering practices and knowledge-sharing.

FRONT-END WEB DEVELOPER | BEYOND | Jan 2016 – Mar 2018

- Delivered responsive web applications and digital products in multidisciplinary teams alongside UX, visual design and backend engineering.
- Ran design-sprint activities for MoneySuperMarket, supporting customer-focused discovery and A/B testing.
- Contributed to award-winning digital work for Google and campaign work for NSPCC.

EARLIER CAREER

Front-End Web Developer | Lend Link Ltd. | Sep 2014 – Jan 2016
Web Developer | Pentangle Internet Ltd. | Aug 2007 – Sep 2014
Digital Services Manager | Connection2 Limited | Feb 2006 – Aug 2007
R&D Manager | Stent Foundations | Apr 2002 – Feb 2006

TECHNICAL EXPERIENCE

Languages & Frameworks: JavaScript, TypeScript, React, Angular, Vue, Node.js, .NET, PHP, HTML, CSS
Cloud & Infrastructure: AWS, Azure, Terraform
APIs, Data & Messaging: GraphQL, SQL, NoSQL, Elasticsearch, Amazon SNS, Amazon SQS
Engineering, AI & Observability: Git, GitHub, CI/CD, GitHub Copilot, Cursor, Grafana, Sentry, Logz.io, Optimizely

ADDITIONAL EXPERIENCE

W3C Accessibility Guidelines Working Group, Invited Expert | From Jan 2024
W3C Silver Community Group, Participant | Feb 2021 – Jan 2024
School of Code, Volunteer Mentor | Apr 2022 – Apr 2025

EDUCATION

BSc (Hons) Computer Science | University of Surrey | 2000 – 2003
A-levels: Biology, Physics, Chemistry | Tiffin School
GCSEs: 9 (A*–C), including English, Mathematics and Science | Tiffin School