ANDY HAWKES

Cambridgeshire, UK
Open to permanent, fractional & interim leadership roles
Remote / strongly hybrid
Available immediately

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CTO / Head of Technology / VP Engineering with 25+ years leading software engineering organisations through platform modernisation, architecture governance, and organisational change across global SaaS environments.

Most recently led a 52-engineer organisation at Deltatre as VP Product Engineering & Architecture, owning a €3m staffing budget and engineering strategy across a global SaaS product portfolio, until the role concluded as part of a restructuring in August 2026.

I build engineering organisations where talented people are trusted to do their best work, translating between technical and commercial priorities, improving capability, modernising platforms, and embracing new ways of working while maintaining delivery, quality and long-term sustainability. Now looking for a genuinely interesting challenge that needs hard-won engineering judgement more than another layer of management, whether as a permanent leader, fractional/interim CTO, or advisor.

KEY SKILLS

Strategy & Governance

- Engineering Strategy
- Engineering & Digital Transformation
- Enterprise Governance & Technical Risk

Platform & Architecture

- Platform Engineering & Architecture
- Cloud-native SaaS Platforms
- AI Strategy & Organisational Adoption

Leadership & People

- Organisational Design & Capability
- Product & Engineering Leadership
- Engineering Leadership & Coaching
- Engineering Excellence & DevOps
- Fractional / Interim Leadership

Commercial & Delivery

- Budget Ownership
- Commercial & Executive Partnership
- Client & Stakeholder Management
- Multi-territory Delivery

PROFESSIONAL EXPERIENCE

Deltatre — **Mar 2019 – Aug 2026**

VP Product Engineering and Architecture — *Jan 2025 – Aug 2026*
Senior Director, Engineering Operations — *Sept 2022 – Dec 2024*
Technical Director — *Mar 2019 – Aug 2022*

Led an engineering organisation of 52 engineers through Technical Directors, Engineering Managers, and Architects, owning an annual staffing budget of approximately €3 million.

Progressed through increasingly senior roles during seven and a half years at Deltatre, culminating in executive leadership of engineering strategy, architecture governance, platform evolution, and organisational capability across its global SaaS engineering organisation.

Previously led Engineering Managers, Technical Directors, Architects and Chapter Leads responsible for engineering practice across more than 200 software engineers, following an initial remit leading distributed engineering teams and partnering with clients including BritBox, Dyn Sports, and Bally Sports to scope and deliver large-scale bespoke OTT platforms.

- Defined engineering strategy aligned with business objectives.
- Led organisational design and engineering capability development.
- Owned architecture governance and engineering standards.
- Partnered with Product, Commercial and Executive leadership to balance customer value, technical sustainability and commercial priorities.

Selected achievements:

- Led the deliberate rebuilding of organisational capability following sustained restructuring, focusing investment on critical leadership capability & technical skills.
- Strengthened engineering decision-making by establishing clearer architectural governance, consistency, technical ownership and engineering accountability across multiple product teams.
- Led the transformation of Deltatre's core product platform across web, mobile, connected TV and cloud services, including a 25% year-on-year reduction in AWS hosting costs and the ability to deploy seamlessly across AWS, Azure and GCP.
- Partnered with Product and Executive leadership to evaluate emerging technologies, prioritise engineering investment and align technical innovation with commercial strategy.
- Led the practical adoption of AI-assisted software engineering, introducing GitHub Copilot, ChatGPT, Claude and bespoke RAG tooling while establishing engineering guidance, governance and responsible adoption practices across multiple product teams.
- Delivered greenfield OTT platforms for new clients including Dyn Sports, winner of "Best New Platform" at the SportsPro OTT Awards 2024.

Blu Health (Startup) **Feb 2018 – Jul 2020**

Co-founder & CTO

Co-founded an early-stage digital health platform, defining product strategy, technical architecture and cloud-native platform design for a SaaS healthcare platform to help improve everyday mental health.

Gained first-hand experience balancing engineering ambition with commercial reality, customer discovery and product-market fit within an early-stage venture.

- Balanced early-stage engineering, product, commercial, and user priorities.
- Built engineering capability, delivery processes, and technical leadership.
- Exhibited at WebSummit in 2019

Indicia **May 2016 – Dec 2018**

Digital Director

Led technology strategy, engineering delivery and client technical leadership across major enterprise organisations including Centrica, E.ON, Rail Delivery Group, Konica Minolta and JD Wetherspoon.

EARLIER CAREER HIGHLIGHTS

R/GA **2011 – 2016**

Associate Technology Director

Led global engineering programmes for clients including Google, McDonald's, Coca-Cola, Unilever, and Goldman Sachs.

Cimex Media **2004 – 2011**

Technical Strategist / Deputy Head of Development

Delivered public sector platforms including the London 2012 schools engagement programme, with bilingual content delivery in English and Welsh.

British Chambers of Commerce **2003 – 2004**

Web Communications Manager

Carried out extensive research and stakeholder management across the Chamber of Commerce network to establish clear requirements and priorities, then re-developed the BCC web estate through the implementation of a fully content-managed publishing platform.

Incepta Group Plc. **2001 – 2003**

Group Webmaster

Worked with diverse stakeholders in group companies to re-develop and re-launch the group's corporate web estate, significantly reducing ongoing website maintenance and hosting costs through centralised maintenance and managed hosting.

EDUCATION

BA (Hons) Economics and Politics – University of York

LANGUAGES

French and German – Basic (and very rusty unless you want directions to the Town Hall)

INTERESTS

When not acting as a translator between clients, colleagues, and fellow technologists, I can be found tinkering with code for personal projects and home automation, walking my three dogs, fixing up or riding my motorbike, trying not to kill off assorted plants in my garden, ticking DIY tasks off a seemingly endless list, cooking with delusions of a future Masterchef win, or just relaxing with a craft beer, glass of wine, or a G&T close at hand.
I have so far managed to avoid taking up golf, but maybe that's just a matter of time…

I write about technology, delivery culture, engineering leadership, and anything else that catches my attention at andyhawkes.co.uk.

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