

# William Smallman-Köpf

## Software Engineer

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Native English Speaker · Eligible to work in EU & UK

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## Profile

Software engineer building cloud-native systems in high-ownership environments. At PhoenixNAP, became the internal go-to for Temporal workflow systems with contributions adopted across the engineering organisation. Comfortable owning implementation end-to-end on greenfield microservices, working directly with customers, and presenting technical work to internal and external audiences.

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## Experience

### Software Engineer — Sage, Barcelona

*October 2025 – Present*

- Initiated a technical debt reduction initiative to address quality issues, aligning it with the team's move toward AI-native development practices.
- Appointed AI champion for the team; led a cross-team hackathon focused on building AI capability across engineers rather than individual output.
- Co-launched an AI engineering blog with the Director of Engineering for Network Services.
- Driving adoption of agentic tooling in team repositories, starting with a test analysis agent that validates test quality against the engineering handbook.

### Software Engineer — PhoenixNAP, Malta

*June 2022 – September 2025*

- Proposed and implemented a Temporal replay testing approach that eliminated incompatible workflow histories. Adopted company-wide and promoted by engineering leadership as the standard pattern.
- Owned implementation design and delivery of a high-priority Google Ads integration microservice, partnering with a senior engineer on architecture and shipping on schedule.
- Led the extraction of accounting logic into a dedicated microservice, improving system modularity and streamlining invoicing and payments flows.
- Recognised internally as the team's Temporal expert; ran knowledge-sharing sessions and onboarding for other engineers.

- Received the maximum available salary increase in each annual review, including one out-of-range increase recognised as exceptional by engineering leadership.

## Full-Stack Developer — Colonel Duck, Birmingham

May 2021 – May 2022 · Sole developer from June 2021

Colonel Duck built **PreEnrolment**, enrolment training and data onboarding software for construction companies.

- Hired to replace two departing developers; became the sole developer within six weeks and took full ownership of the product across frontend, backend and customer-facing work.
  - Maintained and extended the platform for an existing B2B customer base and helped onboard a new customer during my tenure.
  - Worked directly with customers to scope and deliver features, handling the full cycle from requirements through deployment and support.
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## Selected Projects & Community

- **Unwave Network** — Personal project inspired by record collecting, exploring music-adjacent software tooling. ([unwave.net](http://unwave.net))
  - **MEIA — Memberships & Payments** (*Freelance, 2025*) — Built memberships and payments functionality for the Malta Entertainment Industry and Arts Association.
  - **Devs in Malta Community** (*2025*) — Co-organised developer meetups; ran independent events and gave a talk at a dev disasters evening.
  - **EdX Bootcamp Teaching Assistant** (*2022*) — TA for a React bootcamp; supported students through coursework and projects.
  - **Lykelli** (*Volunteer, 2021*) — Contributed to a non-profit building technology to improve wellbeing.
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## Skills

**Languages & Frameworks:** Java 21, Spring Boot **Distributed Systems:** Temporal workflows, RabbitMQ, REST APIs **Data:** MongoDB, PostgreSQL, MySQL **Delivery:** GitLab CI/CD, unit & integration testing **Architecture:** Cloud-native microservices, event-driven systems

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## Education

**Diploma of Higher Education — Computing & IT** Open University (UK) · 2012–2016