



Nathan Pennington

PRODUCT ENGINEERING LEADER

PROFILE

Commercially focused and entrepreneurial, I lead at the intersection of product, engineering, and business. I translate customer needs into scalable, reliable solutions, and build teams where engineering, product, and commercial thinking work as one.

EXPERIENCE

2021–
Present

CTO & Head of Product

Tripplo

- **Led technical due diligence for a \$1M seed round** — led investor technical diligence, articulating architecture, scalability, and security posture while addressing technical risks with clear mitigation plans.
- **Delivered 99.9% uptime at scale** — platform reliably serves high-value clients with an architecture built for scale, stable operations, and predictable incident response.
- **Redesigned a broken infrastructure** — inherited a fragile multi-repo microservices mess on AWS; designed and led the migration to a clean, maintainable monorepo, significantly improving development speed.
- **Built and hired a high-output team** — grew engineering from 3 to 8, prioritising strong ownership, execution, and consistent delivery.
- **Owned all technology decisions** — accountable for every architectural choice, defending technical strategy to investors and customers alike.

2021

Head of Software Engineering

English Quest

- **Owned engineering delivery** — introduced process and accountability that got products shipped on time, properly tested, and production-ready.
- **Bridged engineering and business** — worked directly with business owners to translate goals into clear engineering priorities and keep stakeholders aligned.
- **Stayed hands-on** — stepped in to write production code when the team needed capacity, maintaining momentum without lowering standards.

CONTACT

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18
YEARS

Software
Engineer

4.5
YEARS

CTO

4
YEARS

Product Leader

KEY LEADERSHIP & TECHNICAL STRENGTHS

- Full-Stack Development & Programming
- Product Engineering Leadership
- System Design & Architecture
- Platform Scalability & Reliability
- Cross-Functional Delivery (Product, Engineering, Commercial)

TECHNOLOGY

- Full-Stack JavaScript / TypeScript
- Node.js & API Development
- Data Engineering
- Modern Web Applications
- Cloud Services (AWS / Azure)
- Data & Platform Integrations

INDUSTRIES

- Logistics
- Banking & Fintech

2015–
2021

Software Consultant

Independent Consultant

- **Delivered full-cycle solutions** — took projects from requirements through deployment, building scalable web interfaces and backend services end to end.
- **Trusted as a technical partner** — clients repeatedly returned for follow-on work because of reliable delivery, clear communication, and strategic thinking beyond the ticket.
- **Delivered across industries and borders** — shipped for clients in multiple countries and sectors, adapting quickly to new teams, codebases, and business contexts.
- **Operated effectively in ambiguity** — entered unfamiliar environments, identified critical technical questions quickly, and reduced time-to-value in new domains.

2016–
2021

Software Developer

C2 Systems

- **Served as the sole front-end developer for a consumer banking platform** — owned delivery of the client-facing application used by regional banks across the U.S., setting front-end standards and driving execution end to end.
- **Built the application in AngularJS** — developed and maintained core user flows, reusable components, and production UI behavior in a large, business-critical front-end codebase.
- **Translated product and business needs into polished user experiences** — worked directly with leadership and engineering partners to ship intuitive interfaces that balanced usability, reliability, and delivery speed.

2013–
2015

Software Developer

Bluegrass Digital

- **Led front-end development** — established the front-end stack and UI standards used across multiple client projects.
- **Partnered with global clients and agencies** — worked directly with product owners to define requirements, align expectations, and deliver against scope and timelines.

2012–
2013

- Language Platforms
- Hospitality
- Telecommunications

EDUCATION

Bachelor of Science

University of North Texas

Software Developer

Future Media Group

- **Built and maintained the core digital media platform** – delivered and supported features in the company's primary product used by media clients.
 - **Delivered flagship sports websites** – built the main website for The Stormers, a leading South African rugby franchise.
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2011–
2012

Web Developer

Dealertrack

- **Partnered with marketing teams on dealer strategy** – worked daily with marketing stakeholders to shape independent dealer marketing and sales websites.
 - **Owned day-to-day production delivery across the portfolio** – resolved bugs and production tickets quickly to keep the full set of dealer sites stable and up to date.
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2010–
2011

Web Developer

AT&T

- **Developed and maintained enterprise web properties at scale** – supported key sections of AT&T's corporate website, one of the largest telecommunications brands in the U.S.
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2007–
2010

Web Developer

Hilton Worldwide

- **Developed and maintained brand websites across Hilton's portfolio** – delivered web experiences for major brands including Hilton, Hampton Inn, Conrad, DoubleTree, and Embassy Suites.
- **Partnered directly with hotel marketing directors** – translated campaign and event requirements into production-ready site updates.