



# Harry Guthrie

Engineering leader · Startup founder

Brisbane, Queensland, Australia

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## Summary

Experienced software engineering leader with a proven track record of scaling teams, systems, and engineering capability across startups and high-growth environments. I have worked from day-one startups through to early scale-ups and post-Series A organisations, giving me a strong understanding of the leadership, structure, and technical direction teams need at each stage of growth. Essentially, I enjoy building ambitious, high-quality technology, while staying pragmatic and outcome-focused to ensure teams deliver real value efficiently and effectively.

## Experience

### Midnight Health

**Software Engineering Team Lead:** since 2023

**Senior Software Engineer:** 2022 - 2023

- Evolved team ways of working as the organisation scaled, transitioning from Kanban to sprint-based delivery
- Implemented processes that enabled each developer to safely deploy to production at least once per day
- Delivered several highly complex features that significantly improved the patient experience
- Established engineering best practices to enable fast, reliable, and safe delivery
- Collaborated with external vendors across the Australian healthcare sector to deliver integrated solutions
- Led ongoing team development through regular mentoring, feedback, and growth-focused initiatives

### Autop (Co-Founder)

**CTO:** 2020 - 2022

**Technical Advisor:** since 2022

- Built the technical foundation of the company from the ground up, scaling to an average of over 1,000 daily users within the first year
- Contributed across multiple areas of the business, gaining hands-on experience beyond engineering
- Worked closely with my co-founder to refine product direction and ensure strong product-market fit
- Transitioned into an advisory role when it became clear the business needed to priorities investment in areas outside of technology

### Freelance

**Software Engineer:** since 2017

- Worked across a range of industries and domains, building broad technical and business experience
- Delivered projects end-to-end both within a consultancy environment and as a sole developer working directly with businesses
- Managed my own delivery timelines and project outcomes independently
- Successfully delivered one large multi-year project alongside several smaller engagements

### Department of Environment and Science

**Developer - Science Innovation Services:** 2019 - 2020

- Built software supporting scientific innovation and internal research stakeholders
- Delivered collaboratively within a government context, adapting to evolving requirements and priorities

### WorkingMouse

**Software Engineer:** 2018 - 2019

- Worked across a range of projects as needed, often brought in to solve complex problems or support challenging client situations
- Consistently delivered practical, well-balanced solutions that met client needs while staying within budget constraints

## Skills and technologies

### Team Leadership & Delivery

- Evolved the team's ways of working as it scaled, transitioning from Kanban to sprint-based delivery
- Established engineering best practices to enable fast, reliable, and safe delivery
- Built processes and tooling that enabled every developer to safely deploy to production at least once per day
- Collaborated closely with external vendors across the Australian healthcare sector
- Delivered several highly complex features that significantly improved the patient experience
- Supported ongoing team growth through regular mentoring, development, and coaching initiatives
- Conducted hiring, firing and performance improvement management

### Programming Languages (and frameworks)

- Python (Flask, SQLAlchemy, and Django)
- JavaScript (React)
- TypeScript (React)
- SQL (PostgreSQL, MySQL)
- Dart (Flutter)
- Java

### Project Management Tools

- Jira
- Confluence
- Notion
- Trello

### Software engineering

- Developed tooling which ensured safe speedy software lifecycle
- Advocated for developed and maintained a CI/CD pipelines to ensure fast feedback loops
- Advocated for reasonable agile methodologies to ensure the team was able to deliver value quickly and efficiently without unnecessary overhead

### Software Tools

- Git
- Github (+ actions)
- Docker
- AWS
- Serverless

### Other Tools + AI

- Figma
- Miro
- Claude
- Cursor
- Github Copilot

## Education

**The University of Queensland** Bachelor of Engineering - BE Honours, Computer Software Engineering (2016 - 2020)

## References

*References available upon request.*