



## **Matt Bilbow**

Full-Stack Developer

A Full-Stack Software Engineer with over a decade of experience building and scaling applications & SaaS products. I produce performant, maintainable, long-lasting code. Combined with very strong design and UX skills I'm able to deliver value across multiple business disciplines.

### **Core Skills**

#### **FRONT-END**

I started using React and Redux in their infancy and have architected and migrated entire front-end projects of various sizes and complexity over the years.

I embrace modern React patterns like hooks, server components, and Next.js's app router.

I create pixel-perfect components and libraries using Tailwind CSS, CSS-in-JS solutions like emotion or by extending libraries like MUI.

For testing, I've moved from the older Enzyme approach to React Testing Library, Vitest and Playwright which provide better testing practices and faster feedback loops.

I've worked extensively with REST APIs and huge data sets and have maintained application performance.

#### **TEAM LEADERSHIP**

I pride myself on my ability to show honesty, humility and integrity. It's these qualities that have allowed me to succeed leading technical teams and training staff.

There will be times when members of my team are more knowledgeable than me and I am never too proud to delegate and will always give credit where it is due.

#### **DEPLOYMENT**

I've deployed applications across various platforms from traditional cloud providers like AWS to modern PaaS solutions like Vercel, Railway, and Gigalixir.

I'm an advocate of Continuous Deployment and a fully automated test suite and am a big fan of BuildKite, CircleCI and Concourse.



## BACK-END

I've worked with Ruby on Rails both professionally and for personal projects for over a decade, building everything from simple APIs to complex multi-tenant SaaS platforms.

Recently I've embraced newer technologies like Elixir and Phoenix, which offer incredible performance and fault tolerance through the BEAM virtual machine.

I have an intermediate level of experience with Java, particularly in enterprise environments where I've helped extend existing APIs.

I've also dabbled with Clojure, drawn to the way it handles immutable data structures.

## DATABASE ARCHITECTURE

Although database design isn't something I thoroughly enjoy, I've designed scalable database architectures with performant clusters, caching layers, and message queues. My experience covers relational databases like PostgreSQL and MySQL, along with caching solutions like Redis and message brokers like ActiveMQ.

## AI & PROMPT GENERATION

I'm an early advocate for AI-assisted development, having integrated tools like Sourcegraph Cody, and Claude code into my daily workflow. Rather than fearing replacement, I've found AI to be like having an incredibly knowledgeable junior developer on hand to research, suggest solutions, and handle repetitive tasks.

## Employment History

### Senior Developer @ [Bullhorn](#) – DECEMBER 2021 – PRESENT

In December 2021 Cube19 was acquired by Bullhorn and has become one of it's fastest growing verticals. Performant code is critical as we have thousands of clients that depend on the platform. I work primarily on the React Front-end, architecting and implementing new features whilst making sure our code is performant and maintainable.

I work closely with the Bullhorn UX teams to ensure consistency across the product, implementing patterns, offering UX advice and designs of my own to progress projects.

When needed I take on Back-end work in Java and Clojure and despite not having studied these languages before have grasped them quite well.



## CTO @ [Shaparency](#) – March 2019 – March 2021

At Shaparency I provided executive leadership as CTO. Responsible for aspects of strategic IT planning, implementation, and architecture. I oversaw the build of our application and established a highly stable and performant infrastructure.

## Senior Developer @ [Cube19](#) – JULY 2019 – DECEMBER 2021

At Cube19 I was responsible for revamping the entire product suite, upgrading React and Material UI and bringing the app in line with modern front-end standards.

## Technical Lead @ [On The Dot](#) – JAN 2018 – JULY 2019

As Technical Lead I worked closely with company stakeholders and it was my responsibility to delegate and plan work effectively. I managed off-shore developers in both Lithuania and India, working closely with them and establishing remote working practices that allowed them to feel part of our team and bring value to the business.

## Senior Engineer @ [SMARTFOCUS](#) – NOV 2014 – JAN 2018

Part of an innovative front-end team we adopted React upon it's initial release and I helped architect the entire front-end for a new product offering.

## Lead Designer @ [LCN.COM](#)

I worked at LCN.com for 7 years learning my trade. By the end of my time there I was heading up a small team, focused on front-end development with CSS and jQuery.

## About Me

I have a BSC honors degree from the University of Hertfordshire in Software Systems. I learn in my spare time and always continue to develop myself and my skillset.

To unwind, I enjoy video games, table tennis, football and boxing.

You can visit my website at [mattbilbow.co.uk](http://mattbilbow.co.uk) – I sometimes share my thoughts and ideas.

