

Rory Flint*

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An Engineering Manager and former Senior Software Engineer with a passion for building strong teams and shipping meaningful products. Blending deep technical experience in web and mobile development with clear, pragmatic leadership to create alignment, momentum, and high standards across engineering.

Work History

Tipalti - Engineering Manager

November 2025 - Present

- Leading a cross-functional engineering team, setting direction and ensuring consistent delivery across mobile and web initiatives.
- Responsible for team performance, hiring, and progression, building a culture of ownership, clarity, and high standards.
- Working closely with product and design to turn ambiguous problems into well-scoped, deliverable engineering outcomes.

Tipalti - Senior Software Engineer

June 2024 - November 2025

- Leading the mobile team to deliver key features, complex native bridges, and robust deployment pipelines for a core product area.
- Drove team growth by leading the graduate hiring process, personally onboarding and mentoring 4 new engineers to foster their performance and happiness.
- Architected and implemented cross-domain frontends for seamless user experiences.
- Took temporary leadership of team during manager sickness and continued to effectively deliver initiatives
- Launched internal knowledge sharing platform to increase team technical expertise

Tipalti - Software Engineer

June 2022 - May 2024

- Led the TypeScript and NodeJS knowledge in the team, designing functional APIs for both mobile and web clients.
- Leading initiatives on engineering excellence and documentation.
- Winner of the global company-wide Above and Beyond award.
- Leading a cross-team initiative to develop a new micro-frontend in React, as well as ensuring compatibility with React Native.

CP+R - Software Engineer (Promoted from Junior) *September 2020 - June 2022*

- Rapidly progressed to a senior role, taking ownership of lead development responsibilities for key projects.
- Drove technical excellence by enforcing coding standards, standardising git procedures, and leading the migration to TypeScript and GraphQL.
- Led the integration of MongoDB alongside an existing SQL database to enhance system capabilities.
- Mentored junior engineers on both technical and soft skills

Previous Professional Experience

Freelance Photographer & Team Lead 2011 - 2019

- Led teams of junior photographers, retouchers, and assistants, fostering collaboration with art directors and stakeholders to deliver high-quality creative outputs on time and within budget.
- Directed complex photoshoots across four continents, managing multifaceted logistics including booking flights, hotels, and coordinating travel for multiple team members while balancing production challenges and creative decision-making.
- Mentored emerging talent, providing guidance on technical skills, problem-solving, and professional growth in fast-paced, dynamic environments.
- Oversaw end-to-end project ownership, from initial concept to final delivery, ensuring reliable, well-designed outcomes amid evolving client needs and tight deadlines.

Education

Lambda School - Full Stack Web Development

April 2019 - March 2020

Received the highest endorsement after completing a nine month intensive course in full stack web development with Computer Science

London Metropolitan University - Photography HNC

September 2009 - June 2011

Graduated with a distinction with specialisation in design and commercial photography
