

Brian Kilpatrick

Engineering Leader | Director of Engineering | Delivery & Team Leadership | Agile Programme Delivery | Delivery Governance | Project Management

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Profile

Engineering leader with 13 years' experience progressing from software development into Director-level roles, leading multi-team engineering organisations delivering complex enterprise software platforms. Proven track record scaling teams, improving engineering performance, and driving measurable improvements in delivery cadence and system reliability.

Experienced in aligning engineering, product, and architecture to deliver high-quality software in fast-moving and regulated environments. Strong background in transforming ways of working, introducing structured delivery practices, and supporting teams through organisational change while maintaining delivery momentum.

Pragmatic and people-focused leader, recognised for building high-performing teams and creating clarity in complex delivery environments.

Core Strengths

- Engineering leadership across multi-team, distributed environments
- Software delivery and SDLC leadership for enterprise platforms
- Release management, delivery predictability, and quality outcomes
- Agile delivery (Scrum / Kanban) and continuous improvement
- Cross-functional leadership (Engineering, Product, QA, Security)
- Stakeholder and customer engagement at senior level
- People leadership, coaching, and performance management
- Global team leadership (UK, US, Europe, India, South America)
- Programme risk, issue management, and delivery oversight
- Organisational change and restructuring
- Governance, audit support, and operational due diligence

Experience

Director of Engineering - Cirata / WANdisco PLC, Belfast (July 2024 - Dec 2025)

Led a global engineering organisation of approximately 30 engineers across multiple product lines, with five direct reports across distributed teams. Accountable for software delivery, engineering performance, and release quality across enterprise platforms used by global customers.

- Led engineering delivery across multiple teams, ensuring high-quality releases and improved delivery predictability across distributed environments
- Established structured delivery practices and release governance, contributing to a shift from infrequent, delayed releases to consistent quarterly delivery cycles
- Worked closely with Product, QA, and senior engineering leadership to align delivery plans, priorities, and technical direction
- Oversaw release planning, production readiness, and delivery risk across multiple workstreams, maintaining delivery continuity during periods of organisational change
- Managed engineering team performance, capacity planning, and team structure across multiple locations
- Supported external audits and operational due diligence, contributing engineering insight and delivery data to senior stakeholders
- Played a key role in maintaining delivery stability during product divestiture and organisational restructuring

Senior Manager / Engineering Manager - Cirata / WANdisco PLC (2022 - 2024)

Led multiple engineering teams with responsibility for recruitment, retention, and performance management. Coached engineers and managers, supporting career growth and leadership development. Improved delivery outcomes through close collaboration with Product and Testing leadership.

Project Manager / Scrum Master - Cirata / WANdisco PLC (2018 - 2022)

Scrum Master for multiple distributed engineering teams across Belfast, the US, UK and St Petersburg. Played a central role in the transition from Waterfall delivery to Agile and Scrum across the organisation.

Introduced structured sprint planning, backlog governance and delivery metrics which improved delivery predictability. Increased release cadence from one to two delayed releases per year to four predictable quarterly releases delivered consistently on time or early.

Senior Software Developer / Software Developer - Cirata / WANdisco PLC (2014 - 2018)

Senior technical contributor on Java-based enterprise ALM products supporting Subversion and Git repositories. Strong involvement in build and release processes. Led a remote automation team across South America and later India, coordinating delivery and reporting to senior leadership.

QA Engineer / Junior QA Engineer - Cirata / WANdisco PLC (2013 - 2014)

Contributed to quality assurance for core ALM products within Agile teams. Took on early leadership responsibility managing a remote team in Chennai, India.

Professional Development

Currently undertaking structured cyber security training via TryHackMe, focusing on security fundamentals, threat analysis, and SOC-level concepts working towards Security Analyst Level 2 (SAL2) as a goal.

Building practical understanding of security operations, vulnerabilities, and attack methodologies to complement existing experience in engineering governance and delivery

Also studying AI in Project Management training with The Knowledge Academy, with ongoing application of AI tooling to improve delivery, analysis and workflow efficiency

Website with further details: <https://www.briankilpatrick.dev>

Education and Certifications

University of Ulster - 2013
Foundation Degree Software Development

Liverpool John Moores University - 2007
BA (Hons) Business Management

PRINCE2 v7 Foundation and Practitioner - 2026

Change Management v3 Foundation and Practitioner - 2026

CSM Certified Scrum Master

References

Available upon request