Shaun Wuth

Director, Engineering

Highly technical senior leader of portfolios of development teams, with a wide range of experience, over 22 years, in enterprise software development. I've lead through periods of high growth and organizational transformation, including the incorporation of AI-augmented agentic development. My background ranges from highly scalable Cloud-Native SaaS, Mobile & IoT Apps, and Financial Asset Management software to CRM, Business Intelligence, Data Analysis and Gaming. I believe in highly performant, elegantly architected, innovative, cost-effective, and robust software, developed by efficient and high-performing teams of passionate people. I have proven experience in leading a company, as well as multiple enterprise teams taking excellent software to market.

Currently a Director of Engineering for a few value streams covering User Identity and Access Management (UIAM), API and Enterprise Controls. Previously lead others teams including the Financial Platform (Global Money Movement), Mobile, and Search & Discovery teams at Benevity. Comfortable with dozens of indirect reports. Founder and previous Managing Director of Customised Applications, specializing in end-to-end development of native Mobile Apps, and their supporting infrastructure and back-end systems.

I have two children and consciously navigate the balance between delivering my all at work and being a good partner and father.

EXPERIENCE

BENEVITY
MAR 2020 → PRESENT · 5 YRS 4 MOS

Variety of enterprise software products aimed at Corporate Social Responsibility and Employee Engagement. Includes volunteering, granting, online giving and donation matching, amongst others.

DIRECTOR, ENGINEERING
MAY 2023 → PRESENT · 2 YR 2 MOS

- Accountable for 3 distinct value streams: UIAM, API, Enterprise Controls.
- Instrumental in the transformation of our teams and improved SDLC, including the incorporation of AI-augmented agentic development.
- UIAM solution to facilitate all authentication, authorization, and profile management in a multi-region, multi-tenant environment, for all products.
- APIs cover internal and external for both clients and partners.
- Financial Platform powers payments, invoicing and disbursement of millions of dollars, monthly, across dozens of currencies globally, as well as the core back-end platform for Benevity's user-facing products.

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🆇🇦 English / Afrikaans

EDUCATION

BACHELOR OF SCIENCE IN ELECTRICAL ENGINEERING
UCT & WITS (Honours)
2000 → 2003 · 4 YRS

PRINCIPLES OF PROFESSIONAL PROJECT MANAGEMENT
Faculty Training Institute
2007

HIGH SCHOOL
St Stithians Boys' College
Grad 1999 – 5 Distinctions

SKILLS

PROFESSIONAL SKILLS

Senior Leadership

Business Management

Software Engineering

People Development

Product Management

Graphic Design

PERSONAL SKILLS

Dedicated and Accountable

Excellent Delivery Record

Excellent Communication

Fast and Life-Long Learner

Innovative Problem-Solver

Interact Well with People

Honest & Reliable

High Standards

Creative

- 100% commitment delivery for all teams' initiatives for 7 quarters straight, via best-practice standards for high-performing teams.
- Partner with Architecture, Product, Financial Operations, Design, and Client-Success to regularly align on the most value-driven priorities, and their successful delivery to market.
- Introduced company-wide defect-management process to improve quality across all products.
- Experience working with internal teams as well as external contractors, and their successful integration into Product Development.
- Successfully mentored an individual from Development Manager to Director, 3 people to Development Manager, and 2 to Sr Staff Developer.

SOFTWARE DEVELOPMENT MANAGER
JUN 2021 → APR 2023 · 1 YR 11 MOS

- Accountable for Self-Serve Admin portfolio of teams bringing cost-saving and efficiency into the products and platform.
- Successfully taking 2 top-priority initiatives to market, across 4 teams, utilizing current products and creating new services integrating into these.
- Introduced best-practice standards (Coding, Quality, Process, Accountability) for high-performing teams to the portfolio.
- Lead teams in varying product areas, from Admin to Mobile, Search and Discovery, with between 8 and 24 direct reports.
- Lead portfolio-wide initiatives to improve code quality (SDT Guild), build pipeline performance and stability (CICD group).
- Facilitated the career growth of all these teams, with the successful promotion of more than several team members, and no voluntary departures.

STAFF DEVELOPER
OCT 2020 → JUN 2021 · 9 MOS

- Technical leader of 2 cross-functional teams: Mobile and Search & Discovery.
- Enhanced the iOS and Android architecture (Swift, Kotlin), supporting CICD infrastructure, as well as new features in the cloud-based Spark (PHP) application.
- Provided standards for, and mentored the teams, and launched improved features to increase user engagement.
- Solved complex authentication and security between Mobile and Web, as well as successfully implemented Okta SSO, and support for Mobile Device Management (MDM).

SENIOR MOBILE DEVELOPER
MAR 2020 → OCT 2020 · 8 MOS

- Development of the fully tested, native iOS and Android applications (Swift, Kotlin)
- Development and implementation of supporting services (PHP, Kotlin, Lambdas), and infrastructure.
- CICD for all the above.

CUSTOMISED APPLICATIONS · MANAGING DIRECTOR
MAY 2011 → MAR 2022 · 10 YRS 11 MOS

Mobile app development company, specialising in native Android and iOS mobile systems for a wide range of clients, from start-ups to large enterprises.

- Successfully developed and launched over 30 end-to-end native mobile apps and supporting SaaS products.
- Long-term client relationships in a large variety of sectors.
- Lead the company, and team of remote developers and designers. Involved both in strategy and actual writing of code.
- Developed robust, highly tested, reusable libraries of code to increase efficiency for apps, CICD and supporting back-ends and infrastructure.

FUNDAMENTAL SOFTWARE · SENIOR DEVELOPER
AUG 2008 → JUN 2011 · 3 YRS 9 MOS

Financial services IT company, specialising in the development of a desktop- and web-based financial asset-management platform.

- Implemented complex financial instruments' pricing models, front- and back-end systems in C#, and the .Net ecosystem.
- High transaction volume, and repeatable to-the-cent financial accuracy, for Middle and Back Office requirements of investment companies managing institutional, retail, hedge, and multi-manager funds.
- Design and implementation of new modules and facets to the product as well as mentoring and training of newer colleagues.

ACHIEVEMENTS

CHANGE AGENT AT BENEVITY 2024/25
Selected to be part of a small, cross-functional group of high-performing individuals leading innovation and change.

SEMI-FINALIST IN GLOBAL LEARNING XPRIZE COMPETITION 2017
Android-based education app in a custom ROM, to facilitate an autonomous learning environment for children living in remote areas of the world. Read more about the competition here: http://leaptoknow.com/competition/

WINNER OF AFRICA ANDROID CHALLENGE 2012
Mobile App Parent & Baby Handbook. It was an application providing answers and advice from a selection of the world's most renowned books on parenting.

PRIOR EXPERIENCE (2004 - 2008)

CONSULTING SOFTWARE ARCHITECT AND DEVELOPER · 11 MOS
FORWARDSLASH · PRODUCT PROJECT MANAGER · 6 MOS
CORTELL · SENIOR DEVELOPER & BIS CONSULTANT · 1 YR 2 MOS
EBAM SYSTEMS · TECHNICAL LEAD · 2 YRS