

Gaz Franklin

DEVELOPMENT MANAGER

Building great teams, delivering quality software, and leading with purpose.

I'm a product-focused Development Manager with extensive experience leading cross-functional teams through complex, fast-paced environments; creating the conditions for engineers to do their best work through clarity, trust, and a relentless focus on quality.

I bring a pragmatic blend of technical credibility, product thinking, and empathetic leadership - working closely with Product, Design, and senior stakeholders to shape priorities, manage trade-offs, and balance short-term delivery with sustainable engineering practices.

CURRENT ROLE

Development Manager | Eque2 Ltd

Jan 2023 → Present

- Led a high-performing, cross-functional team of Developers and QA Engineers - permanent and contractors - with a strong focus on personal development, resulting in multiple promotions.
- Drove the introduction of Scrum and Agile delivery practices, reframing success from project completion to measurable customer and business outcomes.
- Created an environment of psychological safety and ownership, enabling open challenge, continuous improvement, and zero voluntary attrition.
- Re-established trust between Engineering and other departments, breaking down us-vs-them dynamics and fostering genuine cross-functional collaboration.
- Led the adoption of AI-assisted and agentic development - code review agents, local development helpers, and LLM-driven automation pipelines - moving from experimentation into sustainable, responsible integration.
- Championed outcome-driven planning over feature delivery, aligning engineering effort with user value and business strategy alongside Product.
- Built hiring, onboarding, and growth processes for full-time employees and offshore contractors while maintaining quality and culture.

AI & PRODUCT FOCUS

AI-assisted and agentic development is reshaping how software teams work. I've led teams tackling these challenges head-on, from AI-augmented coding workflows to agent-based automation across real product pipelines.

- Implemented code review agents and agentic automation into delivery workflows, improving throughput and code quality without sacrificing human oversight.
- Moved teams beyond experimentation into sustainable AI integration — keeping quality, maintainability, and responsible adoption central as capabilities evolve rapidly.
- Bridged Engineering and Product to ensure AI tooling decisions are grounded in user value, not just technical novelty.
- An advocate for team uplift: building AI literacy so engineers understand and direct the tools they work with.

PROFESSIONAL HISTORY

Senior Developer → Deputy Dev Manager | Eque2 Ltd

Sep 2018 → Jan 2023

- Solely responsible for design, implementation, and maintenance of five hybrid iOS and Android apps in Ionic Angular / Cordova.
- Product and project management, QA co-ordination, and release management via App Store Connect and Google Play.
- API development in C#.NET and Ruby on Rails; legacy VB.NET maintenance. Authored an in-house Cordova plugin (Objective-C, Java, JavaScript).

Senior Developer → Deputy Dev Manager | Furlong Solutions

Sep 2018 → Jan 2023

- Hired to convert a legacy WinForms app to .NET MVC; promoted to Deputy Dev Manager within the first year.
- Stack: C#, TypeScript, jQuery, Polymer, KnockoutJS, Cordova, Semantic UI, SQL Server.

Senior Developer | The Sixth Form College Farnborough

Nov 2023 → Jun 2016

- Hired to convert a legacy WinForms app to .NET MVC; promoted to Deputy Dev Manager within the first year.
- Stack: C#, TypeScript, jQuery, Polymer, KnockoutJS, Cordova, Semantic UI, SQL Server.



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Development Manager

PERSONAL DETAILS

- Odiham | Hampshire
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- 07526 779 898

CORE SKILLS

- > Engineering Leadership
- > AI & Agentic Development
- > Agile Delivery
- > Product Strategy
- > Stakeholder Management
- > Cross-functional Alignment
- > People & Performance
- > Continuous Improvement

TECHNOLOGIES

- > Angular
- > TypeScript / JavaScript
- > Ionic / Capacitor
- > C# / .NET
- > SQL Server / MySQL / SQLite
- > Tailwind & SCSS
- > Git (GitHub)
- > Python
- > LLM / AI Tooling

EDUCATION

CertEd (Full)

University of Surrey

A-Levels

Sixth Form College Farnborough

- > Music Technology
- > Computing
- > ICT
- > Electronics
- > Media Studies (AS)
- > General Studies

GCSE Programme

The Connaught School