

PAUL BANDLER

Independent Technology Consultant | Enterprise Software Architect

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PROFESSIONAL SUMMARY

An enterprise software architect with over 40 years' experience designing, scaling, and modernising business-critical platforms across financial services and professional services technology. Most recently Senior Manager and senior architectural contributor on PwC's Indirect Tax Edge (ITX Edge) platform, a globally-deployed indirect tax compliance SaaS product serving c.2,000 clients internationally, where he drove major architectural modernisation — metadata re-platforming, batch scalability, REST API strategy, and a rapid API-development ("API Accelerator") framework — and led the engineering team's adoption of AI-assisted ("agentic") development practices. Prior to that, 11 years as software architect on Nomura's middle-office trading platform, scaling trade capacity 16-fold while reducing operating costs. Now operating through Compass Software Enterprises Ltd, available for part-time architectural, technical due-diligence, and platform-modernisation engagements.

KEY SKILLS

- Enterprise Solution Architecture
- Platform Modernisation & Re-platforming
- API Strategy & Design (REST, rapid API-delivery frameworks)
- Scalability & Performance Engineering
- Cloud & DevOps (Azure, Docker, Kubernetes, GitHub, Azure DevOps)
- AI-Assisted / Agentic Development Adoption (GitHub Copilot)
- Distributed / Globally-Sourced Development Teams
- Security Architecture (Penetration Testing Coordination, Identity/Entra ID Integration, Security Design Documentation)
- Complex Technical Documentation & Specification

CAREER HIGHLIGHTS

- **Modernised a legacy platform architecture without disrupting a live, 2,000-client SaaS product.** Redesigned how the platform stored and maintained system metadata — lifting it out of the relational database entirely — cutting developer effort and defect rates, and earning the highest impact rating available in that year's performance appraisal.
- **Kept a rapidly growing platform robust under scale pressure.** Refactored and re-architected the platform's batch processing system as client and transaction volumes grew substantially, into the millions of transactions per return period for the largest clients.
- **Led the platform's shift toward API-enabled integration.** Introduced REST API capability and subsequently designed and built a rapid API-development framework, now central to the platform's ongoing modernisation and integration strategy.
- **Drove AI adoption across a distributed engineering team.** Led adoption of agentic/AI-assisted development practices (GitHub Copilot) across a c.25-strong team spread across four countries, and founded a weekly "Sharpen the Axe" knowledge-exchange forum to spread best practice.
- **Nomura: scaled trade processing capacity 16x** (25,000 to 400,000 trades per day) while reducing operating costs, as software architect on the firm's core middle-office trading platform.

HOW I CAN HELP

- **Platform & solution architecture review** — independent assessment of legacy or scaling platforms, with a practical focus on what to fix first.
- **Platform modernisation advisory** — re-platforming, API strategy, and integration architecture for systems that have outgrown their original design.
- **AI/agentic development adoption** — helping engineering teams think through how AI-assisted tools and practices change delivery, team structure, and code quality, drawing on hands-on adoption experience within a distributed team and an active, ongoing personal interest in the field. Exploratory and collaborative by nature, not a fixed playbook.
- **Technical due diligence** — architecture and engineering assessment supporting acquisitions, divestitures, or vendor selection.

EXPERIENCE

Compass Software Enterprises Ltd — Independent Consultant

August 2026 – present

Operating a Personal Service Company providing part-time architectural and technical consulting, drawing on over 40 years of enterprise platform experience in financial services and professional-services technology.

PwC — Senior Manager, TechCatalyst

March 2019 – July 2026

Senior architectural contributor and one of the most experienced engineers on Indirect Tax Edge (ITX Edge), PwC's global indirect tax compliance SaaS platform, deployed across Europe, the Middle East and Australia to c.2,000 clients, supported by a distributed engineering team of c.25 across the UK, Poland, India and Australia. Worked as an individual contributor with a leading role in the platform's architectural direction, alongside the platform's originating partner and a peer development management structure.

- Re-architected core platform metadata storage, moving it out of the relational database — reduced developer effort and defect rate; awarded the highest possible impact rating in an annual performance review as a result.
- Refactored and scaled the batch processing engine to sustain performance as client and transaction volumes grew substantially.
- Introduced REST API capability to the platform and subsequently designed and built a rapid API-development framework to accelerate delivery of further APIs, supporting the platform's integration and modernisation strategy.
- Delivered functional features across the platform's product surface, including data metrics, charting, and batch client-report export.
- Led the team's adoption of agentic/AI-assisted development tooling (GitHub Copilot) and practices; founded and ran a weekly cross-team "Sharpen the Axe" forum for best-practice exchange.
- Delivered platform security and integration workstreams, including penetration testing coordination, Security Design Documentation, and identity (Entra ID) integration testing for an API Enablement initiative.
- Technology: SAS-based platform core, Azure, Docker, Kubernetes, Azure DevOps, GitHub (led migration from ADO), GitHub Copilot.

Nomura plc — Software Architect (Contract)

April 2007 – March 2018

Software architect supporting a series of business-critical developments on Nomura's middle-office trade management platform, one of the largest C++-based systems of its kind, spanning equities, FX and fixed income.

- Designed and delivered a solution that scaled trade processing capacity from 25,000 to 400,000 trades per day while reducing operating costs.
- Led a green-field rewrite of the C++-based trade validation and enrichment engine using modern Java-based technologies.
- Member of the MiFID II "Change-the-Bank" team integrating middle-office systems with Nomura's firm-wide MiFID II solution.
- Led a small team scaling trade processing capacity further using large off-heap memory-mapped data structures.
- Provided level-3 production support and root-cause investigation for trade booking, accrued interest, and settlement instruction issues.
- Development delivered across a London/Mumbai distributed team, with technical direction and core platform work led from London.

BlockEx Ltd — Financial Systems Architect

April 2018 – December 2018 (9 months)

Architected the Matching Engine — the core system of a crypto-currency exchange — for an early-stage start-up. Delivered a 4x throughput improvement on the production codebase using Kafka and VoltDB, and prototyped a Kafka Streams/CQRS-based evolution of the architecture. A technically rich but commercially early-stage venture; scope was limited by the company's stage rather than the work delivered.

Earlier Career — summary — full detail available on request

Eighteen years across major vendor and enterprise product environments, including large-scale, multi-year commercial software product development — grounding in disciplined, major-league product engineering that underpins his later platform architecture work.

- **Prudential UK** — Software Engineer (Contract), 2004–2007: re-developed data access layer for large-scale annuity pricing engines, improving throughput and scalability.
- **Nexagent Ltd** — Lead Architect, 2001–2004: founding architecture team member for a network-services start-up; defined J2EE-centric platform architecture.
- **Compaq plc** — Technical Manager (Contract), 1999–2001; **Nortel plc** — Senior Software Engineer (Contract), 1998–1999: product engineering roles with two major networking/technology vendors.
- **1983–1998** — Software engineering and product development roles including a c.60-person commercial PC software product development team (Logica/IBM), plus Unisys, HP, and Opal Communications / Open Telecommunications (Australia).

QUALIFICATIONS & TRAINING | PERSONAL

- Post Graduate Diploma in Digital Communications — Monash University, Melbourne
- BSc (Hons) Computing (2:1) — Loughborough University
- Dual UK / Australian citizenship; based in Reading, UK