

Shawn Cockburn

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Hands-on engineering manager leading Pod's largest engineering team across backend and mobile. We own the systems that take chargers from manufacture, through commissioning, to live operation across an estate of **300,000+ connected devices**.

I shape engineering practices and objectives across the organisation. Most recently, I have led **Pod's agentic AI engineering strategy**, establishing the policies and practical guidance that help teams use it effectively.

My leadership is grounded in *trust and agency*: I give people the context, ownership and support to do their best work.

I still love writing code, and I care as much about helping engineers grow as I do about improving systems.

Experience

Pod (formerly Pod Point), part of EDF

Product Engineering Manager | Jul 2025 – Present

I lead the Assets team across backend and mobile. We own the device registry, commissioning pipeline and over-the-air firmware for an estate of 300,000+ connected devices.

Our installer application is the route every unit must pass through to go live. Used by third-party installers, it commissions hardware locally over BLE or Wi-Fi, making it essential to every hardware sale.

Alongside line management, I write and review production code, own architecture and technical direction, and share incident response with the team.

Key Achievements

- Reshaped an inherited team around a wider remit, promoting 3 engineers and bringing in people from elsewhere in Pod. What began as one backend domain now spans backend and mobile.
- Inherited a mobile codebase where a simple change could touch hundreds of lines across multiple files. I made the case for more capacity, gave engineers room to fix the foundations amid feature pressure, and helped introduce physical-layer mocking so we could test commissioning without the hardware.
- When the COO and VP of Software asked me to help another part of Pod improve its operations tooling, I spent 3 weeks tracing how work moved through the team and retiring tools that no longer helped. I built 2 LLM systems: one lets staff ask questions of their documentation instead of messaging team leads; the other ranks Salesforce cases with deterministic rules, using the model only for sentiment and summarisation.
- For that work, Pod's executive team chose me as the sole recipient of its quarterly CEO Award, citing my dedication to customer experience and my curiosity.

Skills

Engineering Leadership

- Team leadership & line management
- Performance, progression & promotion
- Hiring & team development
- Technical direction & architecture
- Incident response & on-call
- Executive & cross-functional stakeholder management

Core Stack

- TypeScript/JavaScript
- Node.js & NestJS
- React & React Native
- Expo, including native modules
- Jest

Data & Infrastructure

- PostgreSQL, DynamoDB & Redshift
- AWS: Bedrock, Cognito, ECS, Lambda, SQS, SNS & EventBridge
- Terraform & Docker
- GitHub Actions & monorepo tooling
- Grafana & CloudWatch

- Saw engineers maintaining the same code and pipelines across many repositories, and proposed bringing them into a company monorepo. I built consensus around the change, protected the migration time and moved services myself.
- Before Assets, I led Charge Data. Its charging-session data feeds customer billing and employer reimbursement, so mistakes show up on someone's invoice.

Pod

Associate Software Engineer → Software Engineer → Senior Software Engineer | Sep 2022 – Jul 2025

Founding engineer on the Energy Services team. We turned energy-market instructions into changed charging behaviour across live devices, then produced the evidence needed for settlement. I was promoted twice in under 3 years, then moved into management.

Key Achievements

- Built the real-time dispatch and smart control layer for a platform now controlling 100,000+ devices. I owned its DNO, Capacity and Balancing market integrations, and designed the core microservice architecture (*TypeScript/NestJS/ECS*) adopted across the platform. We made our first market delivery in 2023.
- That platform now powers a discounted EV tariff with EDF and a customer rewards scheme, bringing the technical work directly into products used by EV drivers.
- Started and ran Pod's first cross-functional hackathon: 25 participants and 35 attendees, including the full leadership team. It became a recurring event, and prompted the CTO and VP of Software to approach me about engineering management.
- Modernised the consumer app from legacy JavaScript and class-based React to TypeScript and hooks, rewriting its data layer to make state changes predictable and type-safe.
- Started a TypeScript and JavaScript learning community, running fortnightly sessions and mentoring engineers across teams.

Flexible.Energy

Software Engineer | Jul 2021 – Aug 2022

As the sole full-time engineer at an EV charging start-up, I worked across the stack from an ESP32 OCPP client in C++ to a real-time React dashboard. I also demoed the product at trade shows and drew on my photography and video background to create its marketing content.

Key Achievements

- Wrote an OCPP 1.6 charge-point management server from scratch in Node/TypeScript, then extended the ESP32 client to implement Security Profile 3 mutual TLS on both ends of the connection, meeting a tender requirement.
- Built what was then the first EV charging integration on PayByPhone's platform, letting drivers pay for parking and charging in one transaction and opening a route to market with local authorities and car park operators.

Domain & Protocols

- OCPP 1.6/2.0.1: client, server, CPMS & CSMS
- Device security: OCPP Profile 3 & mutual TLS
- Real-time messaging: MQTT & WebSockets
- Smart charging, OpenADR & energy markets
- Commissioning, firmware & OTA
- ESP32/C++, BLE, Wi-Fi & local device connectivity

Applied AI

- Production LLM tooling
- RAG over internal documentation
- Deterministic + LLM-assisted ranking
- Claude SDK & Slack automation

Product & Creative

- Adobe Creative Suite
- Photography & video production

- Built a customisable React dashboard for live fleet monitoring and charge point control, backed by DynamoDB and secured with AWS Cognito.

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