

Tim Nightingale

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A brief warning before hiring me

Before you decide to hire me, there are a few things you should probably know.

I ask a lot of questions. Not to be difficult, but because vague goals and fuzzy thinking bother me. I will dig into the “why” behind the work, the data underneath the assumptions, and the real problem we’re trying to solve. If you want someone to quietly follow a half-baked plan, I’m not that person.

I care about outcomes more than appearances. I’d rather deliver something that actually works than something that just looks good in a slide deck. I will challenge busywork, pointless reporting, and any process that exists purely because “we’ve always done it this way.”

I’m allergic to guesswork when we could use data. I like metrics, experiments, and clear definitions of success. If we’re flying blind, I’ll be the one asking for instruments and dials so we actually know what’s going on.

I’m direct, but not unkind. I believe in honest conversations and clear feedback, and I appreciate the same in return. If there’s an elephant in the room, I’m usually the one who names it so we can get on with fixing it.

I am high on ownership. When I take something on, I feel responsible for it. That means I will push, question, refine, and occasionally be a bit relentless until the job is done properly.

If you’re looking for someone who is curious, analytical, and comfortable challenging the status quo—someone who will treat your problems like their own—then this “warning” is actually a recommendation.

Why hire me?

If the warning didn’t put you off, here’s the upside.

I don’t just talk about data and systems; I build them, ship them, and then live with the consequences. I’ve designed and run analytics platforms for organisations with tens of thousands of users, where security, governance and audit aren’t buzzwords, they’re the things that keep everyone out of trouble. I’m comfortable being the person who says, “Yes, this will scale,” and then makes sure it actually does.

I’ve led delivery in some fairly unforgiving environments: government programmes with strict security requirements, global SAP migrations where downtime is not an option, and executive reporting where a bad number on a dashboard means someone makes the wrong call in front of a board. I specialise in untangling messy situations, aligning competing stakeholders, and putting in place simple, durable structures so teams can stop firefighting and get back to delivering.

I also build things end to end for the fun of it, long before anyone is paying for it. I’ve put together IoT analytics stacks just to see how far I could push the tech—from sensors in a field through to cloud pipelines and dashboards—experimented with privacy-preserving data flows, and played with compression and encoding schemes to squeeze

more signal through less pipe simply because the problem was interesting. And outside of that tinkering, I designed, developed and shipped **Next Trains**, my first mobile app, from idea to live product, because I wanted to prove (mostly to myself) that I could own the full lifecycle, not just one slice of it.

I sit comfortably across business and engineering. I can talk KPIs and P&L with a director, then drop into data models, ETL, and deployment pipelines with the technical team. I care about clarity: clear definitions of success, clear ownership, clear communication. That's how I've been able to rescue at-risk projects, train and mentor teams, and contribute to things like SAP's global certification exams without losing sight of the real-world problems we're meant to be solving.

If you need someone who can walk into a complex environment, figure out what's really going on, and then quietly make things work better—with data, with systems, and with people—I'm a good bet.

Professional summary

I'm an analytics architect and data leader who turns raw data into useful insight and measurable business value. I work across enterprise, government, healthcare and retail, building data-driven cultures, leading teams, and designing secure, scalable BI and analytics for regulated environments. I'm comfortable moving between leadership priorities and technical delivery, connecting cloud platforms, aligning KPIs, and making sure the numbers can be trusted.

Professional experience

University of Birmingham – Data & Reporting Systems Lead

Mar 2026 – present

I lead a workstream within the technical team responsible for Oracle Fusion and its surrounding applications, balancing platform stability with a steady flow of change.

I've helped shape data integration strategies across the wider organisation so new systems join the ecosystem cleanly rather than creating yet another data pipeline. I also own release management and automation within the team, pushing us towards predictable, low-drama deployments instead of “everyone cross your fingers” go-lives.

Kern Analytics – Analytics Architect

Aug 2023 – Oct 2025

I designed and delivered integrated IoT data solutions and privacy-enhancing analytics across multiple sectors, combining edge data capture with cloud pipelines so things kept running without constant human babysitting.

I spent a lot of time tuning the “boring but important” parts: bespoke encoding and compression for sensor streams to cut overhead while keeping the signal clean, and improving telemetry reliability when bandwidth or connectivity got awkward.

Capgemini UK – Senior Engineering Lead

Nov 2022 – Jul 2023

I led technical delivery of a high-profile government analytics migration from initial design through to release, keeping architecture decisions aligned with strict security and performance requirements.

I coordinated cross-site teams, resource planning, budgets and reporting, while mentoring engineers to improve delivery discipline and increase throughput without burning people out.

I also established repeatable build and test practices, with clear acceptance criteria, to de-risk releases and give stakeholders more confidence in what was going live.

Mindtree UK – BI Principal Consultant

Sep 2015 – Oct 2022

I implemented SAP Analytics at enterprise scale and supported presales solutioning for executive decision support, helping large organisations move from “gut feel plus spreadsheets” to something more structured and reliable.

A big part of the role was people work: de-escalating tricky situations, aligning difficult or competing stakeholders, and finding analytics roadmaps that were ambitious but still deliverable.

On the delivery side, I led end-to-end SAP analytics and reporting workstreams as the on-site lead for a global heavy-equipment manufacturer, making sure what we built matched both the contract and the expectations of senior stakeholders.

I also built voice-assisted, touch-friendly dashboards for C-suite users, pulling key KPIs into a single view so they could get to real-time operational context without wading through layers of menus.

Along the way, I shaped migration and adoption playbooks that made moves off legacy BI less painful, while keeping governance and performance intact.

Earlier roles – Solution Architect, SAP UK and related positions

Earlier in my career I led end-to-end BI programmes from ETL and semantic modelling through to executive dashboards, tightening role-based security and data quality controls so the numbers being presented actually stood up to scrutiny.

On governance, I put guardrails, audit-ready logging, and quarantine workflows in place to keep data accurate from ingestion through to analytics. Bad data had somewhere to go instead of slipping into the numbers people relied on.

I was regularly parachuted into at-risk post-sales projects across the UK, Europe and Asia-Pacific to stabilise delivery, repair relationships with senior stakeholders, and get programmes back on track.

I also drove global BusinessObjects migrations, partnered with product teams on deployment standards, and delivered training and documentation for international rollouts, working with consultants and client teams from Hong Kong and Singapore through to the US West Coast.

Skills, education & certifications

Data & analytics – Data modelling, ETL, warehousing, dashboard design, KPI standardisation, applied/advanced analytics.

Cloud & BI platforms – Major cloud providers (Azure, AWS, GCP) and modern analytics stacks (Snowflake, Databricks, SAP BusinessObjects, Oracle Fusion, Tableau, Power BI, Grafana).

Programming & tech – Practical experience with Python, C, Node.js, React and workflow tooling (n8n, OBS), plus IoT and streaming (LoRaWAN, sensors, MQTT, Kafka) and a range of SQL/NoSQL databases.

Process & governance – Agile delivery, stakeholder management, GDPR/GxP, systems integration, requirements and change management, UAT, and clear documentation/training.

Leadership – Cross-functional leadership, project management, training delivery, public speaking, mentoring and volunteer management.

Education – A-level, Computer Studies.

Certifications – SAP Certified Professional (including contribution to exam development); additional upskilling across Snowflake, Databricks and Azure.

Interests & volunteering

Community – I'm a volunteer manager at a local theatre, looking after rotas, events, audio/visual and front-of-house. It keeps my people skills sharp and scratches the "live operations" itch in a much more human setting.

Tech & learning – I tinker a lot: application development, deployment, architecture and hosting; AI; PCB design; IoT/electronics; cyber security; laser engraving; and photography (including infrared and stereoscopic). I also write blog posts and children's fiction when I want to explain or explore ideas in a different way.

Outdoors & family – I like being outside and slightly lost on purpose: orienteering, nature walks, and general exploring. At home it's cooking, arts and crafts, and anything that looks vaguely like a project the family can get involved in.