

Theo Archer

Senior Integration Engineer | Java, Spring Boot, Kafka

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Summary

Senior integration engineer with over a decade of experience, building Kafka and Spring Boot microservices on Kubernetes that move inventory, orders and loyalty data at scale for The Warehouse Group.

Comfortable bridging engineering and business, having spent years in customer-facing engineering and pre-sales earlier on. I do my best work on problems that need both solid engineering and clear communication.

Experience

Integration Engineer, The Warehouse Group – Auckland, NZ Oct 2024 – present

- Designed and built five Spring Boot microservices to replace legacy WSO2 integrations, moving order data between Manhattan Active Omni, a legacy ERP and the Manhattan warehouse system. One of them decrypts personal data (PII) through an internal encryption service before it reaches the warehouse.
- Stepped in for the tech lead on that migration when needed, making architecture decisions and reviewing pull requests from the team and contractors. Retiring WSO2 saved around \$100k NZD a year in licensing.
- Stabilised the Fulfilment team's Manhattan Active Omni integration, an estate of 30+ microservices and 30 Kafka Connect connectors, as its sole developer over a year. Added logging standards, alerting and monitoring where there had been none, and cleared most of the 400k log errors a month that came from mislabelled severities, so real failures stood out.
- Fixed correctness and reliability issues across the integration, including services sharing database tables and silently dropping data, business logic that had drifted from its spec, unmanaged OAuth keys (I introduced expiry tracking), and services crashing with out-of-memory errors.
- Wrote a Claude Agent SDK skill that generates integration tests for containerised Spring Boot services, cutting setup from days to minutes and unblocking the team's automated security-remediation pipeline.
- Led quarterly engineering reviews for 100+ stakeholders, standing in for the engineering manager.

Full Stack Developer, The Warehouse Group – Auckland, NZ Dec 2021 – Oct 2024

- Rewrote Salesforce Commerce Cloud front-end code on thewarehouse.co.nz and noelleeming.co.nz to fix a long tail of slow cart and checkout load times, worst on large baskets.
- Built the integration behind a loyalty programme that now serves a million users.
- Introduced ship-to-store as a delivery option to shift purchases towards local stores.

eCommerce Personalisation Manager, The Warehouse Group – Auckland, NZ Feb 2020 – Dec 2021

- Wrote the documentation and ran the training that scaled Dynamic Yield across the business, so 20 merchandisers could manage their own personalisation content.
- Built product recommendation features as part of the personalisation programme that won The Warehouse Group a 2021 Dynamic Yield Personalization Award.

eCommerce Personalisation Developer, The Warehouse Group – Auckland, NZ May 2019 – Feb 2020

- Built personalised web experiences with Dynamic Yield and Salesforce Marketing Cloud.
- Set up tracking and analytics across web and email channels to support targeted advertising.

Backpacking Europe & SE Asia, Career Break June 2018 – May 2019

- Travelled solo around Europe and South-East Asia.

Implementation Manager, SLI Systems – London, UK

Feb 2017 – June 2018

- Managed implementations for 20+ clients including WHSmith and Iceland Foods.
- Also worked in pre-sales, helping the sales team win contracts by translating between the technical and business sides.

Client-Facing Engineer, SLI Systems – Christchurch, NZ & London, UK

Dec 2014 – Feb 2017

- Built SaaS search integrations for 50+ clients, including the data pipelines and web components on their eCommerce platforms.

Skills

Languages: Java, JavaScript, TypeScript

Frameworks & Streaming: Spring Boot, Kafka, Kafka Streams, Kafka Connect, Node.js

Cloud & Build: Docker, Kubernetes, Azure API Manager, Bitbucket Pipelines, Maven

Data & APIs: PostgreSQL, REST, OAuth2, JSON Schema

Testing & Observability: JUnit, WireMock, Jest, New Relic, Kibana

Commerce & Marketing Platforms: Salesforce Commerce Cloud, Salesforce Marketing Cloud, Dynamic Yield

Client-Facing & Delivery: Sales Engineering, SaaS Implementation, Pre-Sales

Education

University of Canterbury, Bachelor of Science in Mathematics

Jan 2010 – Dec 2013

- Other subjects: Computer Science, Economics.