



# Mark Norman Francis

Web developer, programmer and trainer based in London, England.

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<http://www.linkedin.com/in/marknormanfrancis> - LinkedIn Profile  
(including 6 recommendations)

An experienced web developer with extensive backend and frontend skills. Currently focused on defining and documenting web development standard practices and building tools to help advance this.

I am also a qualified British Computer Society accredited trainer, international conference speaker (WSG London 2006, SXSW 2006 & 2008, Highland Fling 2007 & 2008) and author (Web Development Solutions).

## Specialities

semantics, HTML, CSS, perl, django, python, JavaScript/jQuery, PHP, code quality, best practices, internationalisation, localisation, accessibility, training, education, systems administration

## Personal Activities

<http://marknormanfrancis.com/> - personal blog

<http://devfort.com/> - /dev/fort

<http://github.com/norm/> - personal code on github

<http://spacelog.org/> - Spacelog

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## FOUNDER Artfinder

August 2010 – current

I am a part of the technical team that build the artfinder.com website, recommendation services and publishing tools. I mostly work on website features, deployment and monitoring.

Other responsibilities include running sprint retrospectives and planning sessions, and as the most experienced frontend developer I train the rest of the team in HTML, CSS and JavaScript.

## FOUNDER /dev/fort

November 2008 – current

/dev/fort is a regular retreat where a team of web and technology professionals concentrate on solving a single problem in one week. I organise and run the event, participate in writing both the backend django and frontend code, tutor people, and cook large meals.

Previous forts have developed sites such as "Wildlife Near You", "Mostly Final", "Spacelog", and "Just buy this one".

## FREELANCE

April 2008 – June 2010  
(1 year, 3 months)

I worked freelance building a travel website for Preloaded, and with Linden Lab on two projects—a backend rewrite of inline code into web services to support scaling, and helping implement their new international billing system.

## FRONT END ARCHITECT Yahoo!

September 2007 – December 2008  
(1 year 4 months)

A member of the Front End Architecture team, I represented the web development team within the European business. Responsibilities included defining best practices and coding standards, assisting the setup of new projects, evaluating new technologies and platforms, training and mentoring, and evangelising both internally and externally.

Other duties included being the liason to the Paranoids (security experts), Exceptional Performance and Ad Council teams. I organised and ran two (internal) international conferences on web development.

## WEB DEVELOPMENT MANAGER Yahoo!

August 2006 – September 2007  
(1 year 2 months)

I both managed and acted as lead for the web development team working on the European Entertainment media properties. During this time we defined and delivered a complete reimplementaion of the TV site.

Other duties included mentoring, being a member of the Paranoids (security experts) team, and was trained as a Scrum master.

## WEB DEVELOPER Yahoo!

June 2004 – August 2006  
(2 years 3 months)

I worked as a front-end developer (HTML, CSS, JS, PHP, perl) working across multiple properties in five European countries.

During my time I successfully launched several sites including Olympics 2004 coverage, UK Mobile, Front Page, expert coverage of the FIFA World Cup 2006, Videogames and a redesign of the Games homepage and index pages. I also assisted in the building and maintenance of Movies, News and Personals.

## SYSTEMS DEVELOPER Formula One Management

May 2002 – October 2002  
(6 months)

I worked on the formula1.com website, performing systems administration, website development, and was on-call during live race events. Major deliveries included: a PostgreSQL database backed custom mailing list management interface and delivery mechanism (for a 250,000 strong newsletter sent out over race weekends); hands-off setup of front-end servers; automated site production tools for the editorial team.

## SYSTEMS DEVELOPER Purple Interactive

June 2004 – August 2006  
(2 years 3 months)

I worked as a combination system administrator, programmer and web developer, handling clients directly to determine and fulfil their requirements.

Projects I worked on included: a complete redesign of Barclays internet banking; assisting Barclays with the implementation of an intranet (delivered with Interwoven TeamSite CMS); wrote a page generation system to rapidly build websites in multiple languages; developed interactive applications for the formula1.com website.

## PROGRAMMER City University

November 1993 – May 2000  
(6 years 7 months)

I worked in what is now Cass Business School, responsible for system administration and maintenance of every computer resource available to students and staff.

The latest version of my CV/resume is available from  
<http://cv.marknormanfrancis.com/>  
This version is from 25th April, 2012.