



# Kevin Trethewey

Delivery & Software Engineering Leader | AI & Agentic Systems | Large-Scale Distributed Delivery

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Engineering and delivery leader with 25+ years designing, leading and scaling large-scale, multi-site software product and platform organisations through the scale-up phase. Currently focused on the practical leverage of AI and agentic capabilities, both as a delivery capability for clients and as the substrate an internal knowledge and delivery-intelligence system is built on. Built a world-class, remote-first, globally distributed engineering capability from the ground up at Sand Technologies (via the ExploreAI acquisition), delivering complex, cloud-native, data-intensive solutions across 5+ industries on AWS, Azure, GCP, private cloud and on-prem. Earlier career spans Silicon Valley fintech (Jemstep, acquired by Invesco) and ten years running an independent software consultancy.

## CORE COMPETENCIES

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Engineering & Delivery Leadership • AI & Agentic Systems • Globally Distributed Teams • Software Development Methodologies & Technical Coaching • Large-Scale, Multi-Site Product & Platform Delivery • Cloud Platforms (AWS, Azure, GCP, Private Cloud/On-Prem) • Delivery Governance & Knowledge Systems

## PROFESSIONAL EXPERIENCE

### Head of Software Engineering for Client Delivery and Head of Delivery Enablement

*Sand Technologies | January 2026 – Present | Johannesburg, South Africa*

*Delivery Enablement is a horizontal capability within Sand's Delivery function that provides the infrastructure, intelligence and professional capability enabling client delivery teams to ship value fast, safely, and together with clients.*

- Head of Software Engineering for Client Delivery, setting the hiring bar, ways of working and cross-team engineering standards across Sand's Delivery function
- Head of Delivery Enablement, forming and running a core enablement strategy and capability across the Delivery Intelligence, Delivery Capabilities and Delivery Infrastructure workstreams
- Steward of the Sand3 Ontology, the Sand Cowork plugin and Sand Organization Skills, the system-layer artefacts underpinning Sand's delivery intelligence
- Jointly runs the Sand-wide Delivery Forum with the GRC function, providing technical review per workstream every 4 weeks

### Head of Engineering & Platform

*Sand Technologies (joined via the ExploreAI acquisition) | July 2020 – December 2025 | Johannesburg, South Africa*

*Sand's EnterpriseAI division builds AI-driven software and digital twins for global companies.*

- Built a world-class, remote-first and globally distributed software engineering capability from the ground up
- Delivered complex, cloud-native, data-intensive applications and services across multiple cloud providers and technology stacks
- Created and delivered a strategy for growing socio-technical data ecosystems at scale across multiple industry domains

## Director of Engineering, Jemstep

*Invesco EMEA | January 2018 – July 2020 | Johannesburg Area, South Africa*

*Silicon Valley based fintech scaleup, acquired by Invesco (S&P 500), providing digital investment advice to large US retail banks.*

- Led software delivery teams of approximately 12 teams across 3 continents and 4 time zones
- Delivered a complex, innovative Robo-advisor fintech product to multiple large US banking institutions, collaborating with clients and stakeholders across 8 time zones

## Founder, Principal Consultant, Driven

*Driven | March 2008 – December 2017 | Johannesburg Area, South Africa*

*Boutique software consultancy focused on high-value engineering delivery and technical coaching and training.*

- Founded and grew Driven into a recognised name in South African software development circles over ten years
- Enabled blue-chip organisations, including FirstRand, Standard Bank and Alexander Forbes, to deliver software effectively, focusing on the technical practices required for high-impact agility

## Early Career: Freelance Software Engineer & Contract Roles

*Fintech, Mining, Mobile, Retail POS, Freight Logistics | 1998 – 2008 | Johannesburg, South Africa*

- Freelance Software Engineer (2004–2008): contract software development across fintech, mining, mobile device software, retail POS and freight logistics for large and medium enterprises and early-stage start-ups, including a .NET specialist engagement at De Beers Group
- Earlier roles (1998–2004): Developer, CGS Financial Technologies/CiGiTech; Software Developer, Red Five Labs; Analyst Developer, Faritec; Junior Programmer, Protrans International and Prolog

## LEADERSHIP & COMMUNITY

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- **Drivenci Unconference Johannesburg:** Organiser & Sponsor (2014–2025). Ran 10 annual invitation-only, all-weekend unconferences, then stepped back in 2025 and handed it over to the community
- **Coderetreat South Africa:** Organiser & Sponsor (2012–2018). Local events in the style of the global CodeRetreat.org movement
- **SisonkeRising:** Organiser & Sponsor (2014–2016). Community outreach programme teaching young people life skills through software development

## SELECTED WRITING & THOUGHT LEADERSHIP

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*Writing on ontology, knowledge systems and the agentic era, published at [kevintrethewey.com/blog](https://kevintrethewey.com/blog):*

- [Time, Truth, and Ontology: The Three Axes Your Knowledge System Is Probably Missing Two Of](#) (2026)
- [Agents, Paradigms and Strange Loops: Toward Emergent Digital Intelligence in AI Agents](#) (2025)
- [An Engineering Leaders Guide to Recalibrating for the Agentic Era](#) (2025)
- [The Spine Model](#), a framework for applying organisational-design thinking to leadership challenges

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*References available upon request.*