

# Charlie Gibbons MSc LLM

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## Profile:

CTO & technology leader with over 20 years of experience delivering large-scale transformation, securing board approval & advising senior government officials. Led BT's £500m 5G national network rollout & delivered London's Covid testing centre at the Francis Crick Institute in six weeks. Proven track record in scaling businesses through Series A & B fundraising at Nature Metrics & shaping national AI & healthcare strategy as an advisor to DSIT, NHS England & their 16-million patient record platform.

Equally effective building 400-person hybrid delivery teams across global suppliers & running lean startup squads focused on product-market fit. Track record of building consensus across complex stakeholder landscapes, from BT's vendor ecosystem to NHS clinical governance. Coaching technical teams through ambiguity & making decisive calls under pressure — from crisis leadership during the GSTT ransomware incident to rapid-scale delivery in nationally critical environments. Founding advisor to Radiant.co, now valued at over \$1bn.

## Professional Experience:

Jan 2025 – Present NHS England, One London Data Programme (£100m+ programme, 120 staff)  
Head of Data & Chief Architect (contract)

- Technology lead for secure health data platform serving 10.6m patient records across 39 NHS trusts & 6,000 GP practices. Architected privacy-by-design Snowflake platform for direct care, population health & research. Applied AI-assisted tools to modernise legacy codebases & accelerate delivery.
- Made complex data accessible to non-technical teams through AI-powered plain English querying.
- Negotiated agreement with Caldicott Guardians, data owners & information governance teams, to standardise the data access request approval process according to GDPR, FAIR, ISO/IEC 27001 & NHS England data standards.
- Simultaneously strengthened data security by introducing federated privacy enhancing techs unlocking insights across multiple organisations without ever moving or sharing identifiable patient record.

Apr 2024 – Jan 2025 Synlab UK genomics lab for Guys & St Thomas (£150m project, 200 staff)  
IT programme lead (contract)

- Directed £120m genomics transformation programme for one of Europe's largest laboratory providers, leading a 200-person team through the merger of two major NHS laboratory operations.
- Designed the end-to-end architecture for automated laboratory workflows — integrating laboratory information systems, robotic sample handling & petabyte-scale genomic data pipelines — & defined the target operating model that delivered measurable operational efficiencies across the merged organisation.
- Led crisis response as acting CISO during a major ransomware attack, taking ownership of service recovery, stakeholder communication & regulatory engagement across a nationally significant laboratory operation.

Dec 2023 – July 2024 HM Gov Department of Science, Innovation & Technology AI Strategy (fractional advisor)  
Fractional AI Privacy Advisor & Report Author

- Author UK Gov AI & privacy policy strategy on [joint project](#) with NIHR & US White House
- Led international workshops on practical applications of privacy-enhancing technologies, identifying high-value use cases for cross-organisational data sharing in health research.

Mar 2022 – Apr 2024 Nature Metrics (ESG/sustainability intelligence, £30m ARR, managing 60 staff)  
Chief Product & Technology Officer

- Led the company as CTO through Series A to Series B growth, securing £35m in funding by building AI-driven products that translated complex environmental science into commercial decision-ready tools.
- Created & led a 70+ person product & engineering organisation, establishing the structure, culture & processes to deliver at scale during a period of rapid growth.

- Developed the company's core AI platform including natural language search & knowledge graph capabilities, enabling users to surface environmental insights without technical expertise.
- Drove product development across geospatial intelligence, biodiversity risk & automated ecological insights. Recognised with the Earthshot Prize Finalist nomination & Google Geo for Good Award.

Jan 2021 – Mar 2022 Health Data Research UK (MRC funded national health data body, 200 staff)

Chief Technology & Data Officer

- CTO of HDR UK, the Medical Research Council's national body for health data research, leading the technology strategy to make the UK's health data assets discoverable, accessible & usable at scale.
- Launched the national Health Data Gateway platform, giving researchers a single point of access to over 1,000 health datasets — accelerating time-to-insight by removing barriers to critical research.
- Built consensus across 20 teaching hospitals to standardise the approach to federated machine learning enabling organisations to collaborate on health research across distributed datasets without moving sensitive patient data.
- Insourced engineering & data functions to a distributed team of 50. Defined engineering culture around fast releases, MVPs & open-source standards to demonstrate ability of HDR to deliver whilst developing a healthcare data community ecosystem.

Jan 2019 – Jan 2021 Francis Crick Institute (Europe's largest biomedical research institute)

Chief IT Architect & Chief Information Security Officer

- Chief Architect at the Francis Crick Institute with 3,000+ researchers, four Nobel laureates. Responsible for the technology infrastructure enabling world-class scientific discovery across laboratories, offices & specialist research environments.
- Led the rapid conversion of the Crick into London's major COVID-19 testing centres within six weeks — integrating lab systems & automation, service management & logistics to deliver 30,000 weekly tests.
- Enabled the institute's shift toward AI-driven research by equipping over 1,000 scientists with machine learning capabilities on petabyte-scale high-performance computing.
- Established the institute's cyber security posture as CISO, protecting nationally significant research data & intellectual property across a complex, high-profile environment.

2015 – 2019 BT Group & EE (ownership of £500m 5G budget, matrix mgmt of 400 staff)

Chief IT Architect & 5G Programme Lead

- Led BT's £500m 5G programme as architecture director & programme lead, delivering the UK's first commercial 5G network launch. Managed a 400-person team alongside delivery partners including Huawei, Nokia & Ericsson. Recognised as Network of the Year for five consecutive years.
- Directed board-approved technology strategy that reduced IT spend as a percentage of revenue from 6.5% to 4%, redesigning BT's internal data architecture to replace fragmented legacy systems with a single scalable fabric. Consolidated 2,600 IT systems by 30%, saving millions in annual support costs.
- Responsible for all BT's incident management systems & built BT's first AI-driven diagnostics platform, reducing mean time to repair by 30% through automated root cause analysis & engineer dispatch.
- Set engineering standards, development practices & career pathways across a 400-person hybrid onshore/offshore team, ensuring consistent quality & talent retention.

2009 – 2015 Vodafone Group (ownership of £30m architecture budget, managed 50 staff)

Global eCommerce & CRM Architect

- Design authority for Vodafone's global eCommerce & CRM systems delivering £2 billion in annual retail sales across 22 operating companies.
- Led systems strategy & implementation as part of the Vodafone India launch. 2 year role based in Mumbai & worked on Vodacom South Africa's preparations for 2010 World Cup for 6 months from Jozi.

2006 – 2009 Liberty Global (pan European telco, managed 5 staff)

Digital Architect & Head of TV Data

- Rollout of European IPTV architecture across 6 operators. Digital & STB platform architect

#### Education & Awards & Languages:

- MA (English) Trinity College Dublin 1999, MSc (Maths) UMIST 2001, LLM (IP Law) Birkbeck 2004
- Earthshot Prize Finalist (2024)– Biodiversity & geospatial AI & Google Geo for Good Award (2023)
- English (native), French (fluent), Dutch (working)