

Curtis Martin

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Australian citizen · Full working rights

PROFILE

I spend a lot of time thinking about software ideas, product decisions, architecture, and implementation. I'm curious, hyper-detail-oriented, and love to tinker, build, and learn. I am often frustrated by software that just barely meets the needs of its end users, especially when it's clear that the limitation doesn't exist to elicit a specific user experience.

I co-founded Care Culture with my wife and grew it to 64 staff and 103 NDIS participants; I own all the software that runs the business. I'm currently finishing a Master of IT at UNE (GPA 7.0 / 7.0, 8 HDs from 8 units) and have a training app live on the App Store.

EDUCATION

Master of Information Technology, University of New England (UNE) (2025 - 2026, *expected*)

GPA 7.0 / 7.0 · 8 High Distinctions from 8 completed units

Completed 2025 T1 (HDs): COSC101 Software Development Studio 1 (95), COSC110 Intro to Programming & UNIX (97), COSC130 Fundamentals of Cybersecurity & Privacy (87), COSC210 Database Management Systems (85).

Completed 2025 T2 (HDs): COSC120 Object-Oriented Programming (92), COSC220 Software Development Studio 2 (97), COSC260 Web Programming (99), COSC572 Management Information Systems (90).

Current 2026 T1: COSC510 Software Project Management, COSC540 Computer Networks & Network Security, COSC570 User Experience & Interaction Design, COSC594 IT Project: Proposal & Design.

Upcoming 2026 T2: COSC530 Parallel & Distributed Computing, COSC550 Artificial Intelligence, COSC560 Advanced Web Programming, COSC595 IT Project: Implementation.

Bachelor of Science (Animal Science & Veterinary Medicine), University of New England (2019 - 2021)

Diploma of Music Industry (Sound Production) / Certificate IV Sound Production, TAFE NSW, North Sydney Institute, 2016.

EXPERIENCE

Co-Founder & Director, Care Culture, Sydney (2021 - Present)

NDIS disability-services provider. Co-founded and co-run with my wife; I lead all software, automation, and data systems.

- Scaled the company from zero to **64 staff and 103 NDIS participants** in four years while owning the internal software stack the business runs on every day.
- **Participant Buddy & HR Buddy** (open source, MIT licensed): NDIS compliance, client-management, and staff-onboarding dashboards on Google Apps Script. Automated reminders, audit-ready record keeping, form generation, e-sign document workflows, and templated communications with 40+ dynamic placeholders. **Cut participant onboarding from 15 minutes to 2 minutes** per participant, an 87% reduction in staff time.
- **Booking Buddy** (internal): client booking management system for 100+ NDIS participants; iterated through several architectural rewrites under live production load and refined against weekly operator feedback.
- Designed and shipped additional automation for quarterly program-delivery resources, quoting, daily shift-resource prep, recurring NDIS compliance checks, and bulk invoicing. Each spotted as a repeating manual pattern and replaced with a tool.
- Wear every operational hat in the business: HR, payroll, bookkeeping, purchasing, asset management, staff training, compliance, and all technology. My co-founder leads client communication and service planning. I lead technical decisions, data systems, and software delivery.

Media Operator, Chief Entertainment, Sydney (2017 - 2019)

Broadcast syndication and media QC for Bigpond Movies and racing.com.

- Used **PowerShell scripting** in the racing.com broadcast syndication pipeline to replace manual encoding and delivery steps.
- Switched live horse-racing feeds for online syndicates; encoded and delivered streams to platforms and bookmakers under hard real-time deadlines.

Freelance Sound Engineer, Te Vaka (composers of Disney's Moana film score) (2017 - 2018)

- Designed and operated a custom in-ear monitoring and backing-track playback system for international tours to Tahiti and New Zealand; managed stage setup, designed stage plans, and coordinated technical requirements with venue audio teams.

Disability Support Worker (2019 - 2021)

- Direct NDIS support work. The experience that led to co-founding Care Culture and shaped the design of Participant Buddy and Booking Buddy.

PROJECTS

svelte-a11y-panel: open-source accessibility panel for Svelte 5 (2026 – Present)

Svelte 5 · TypeScript · Shadow DOM · npm · MIT licensed · a11y.clmartin.dev

- Open-source accessibility panel with 20+ features (contrast modes, dyslexia fonts, TTS, voice navigation, virtual keyboard). Shadow DOM isolated, published to npm with a setup CLI. Built for the Care Culture public site, then extracted into a standalone package.

Daily Ascent: live iOS & watchOS app on the App Store (2026 - Present)

Swift · SwiftUI · SwiftData · HealthKit · CoreMotion · WatchConnectivity · Supabase · CloudKit github.com/curtislmartin/daily-ascent

- Designed and shipped a bodyweight training app live on the App Store targeting iOS 18 and watchOS 10.6 with Swift 6 strict concurrency.
- 9 progressive bodyweight exercises × 3 difficulty levels, driven by an **injury-aware scheduling engine** with 12+ unit tests covering adaptive difficulty progression.
- CoreMotion sensor recording pipeline feeding a Supabase backend, designed to support future ML-driven rep counting; integrates HealthKit, WatchConnectivity, and CloudKit across the paired watchOS companion app.
- Wrote specs, data models, and implementation plans in a companion [daily-ascent-engineering](https://github.com/curtislmartin/daily-ascent-engineering) repo before touching application code; design-first, then build.
- Pre-release security audit: **13 security and correctness issues** identified and tracked to resolution before v1.0 (path-traversal, RLS gaps, background-task faults), each logged with root cause, priority, and fix.

Participant Buddy: open-source NDIS client-management dashboard (2023 - Present)

Google Apps Script · Google Workspace APIs · JavaScript · MIT licensed · github.com/curtislmartin/participant-buddy

- Used every day at Care Culture to manage 103 participants; open-sourced MIT so other small providers can adopt and extend it. See also the Care Culture bullet on onboarding time reduction.

clmartin.dev: personal site and engineering blog (2025 - Present)

SvelteKit · TypeScript · Tailwind CSS · Vitest · Vercel · clmartin.dev

SKILLS

Languages: Python, TypeScript, Java, Swift 6, JavaScript, SQL, Ruby, C, Dart, Bash, PHP

Web & backend: SvelteKit, Svelte 5, React, Astro, Node.js, FastAPI, PostgreSQL, Supabase, Google Apps Script, REST APIs

Mobile & native: SwiftUI, SwiftData, Swift Concurrency (strict), Swift Testing, HealthKit, CoreMotion, WatchConnectivity, watchOS, CloudKit

Cloud, data & infra: Supabase (Postgres + cloud auth), CloudKit, Docker, Vercel, Cloudflare, Nginx, Caddy, Arch Linux, OpenMediaVault, Git, GitHub Actions, CI/CD

Practices: Architecture and spec-driven development, system design, software engineering fundamentals, unit testing, code review, security auditing, regulatory-compliance workflow design, agile delivery, iterative refinement from live-user feedback

REFEREES

Available on request. Professional references include previous managers from Te Vaka (Spirit of Play Productions), peer Senior Software Engineer from Lumos, current peer references available from Care Culture operations.