

How I help you grow: a path to success

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Outsource with confidence

Outsourcing should be cost-effective and reliable, but it often comes with challenges. I help companies set up, scale, and optimise outsourced development teams so they can focus on growing their business without delays, quality issues, or managing unreliable teams.

What I do

01 Find and onboard the right outsourcing partners

02 Set up clear processes for better communication and accountability

03 Improve project tracking and team performance

04 Ensure cost savings without compromising quality

Who I help

New to outsourcing? I help businesses get started the right way

Need a development team? I set up outsourced teams for companies without in-house developers

Already outsourcing but not happy? I improve existing setups or help transition to a better partner

Why me

I have experience outsourcing to India, Poland, Slovenia, and Ukraine

My strategic approach ensures quality and cost-effective outsourcing

I maintain clear communication and effective project management across teams

Find and hire the right people

Hiring the right talent is critical for business success, but many companies struggle with finding, evaluating, and retaining skilled professionals. I help businesses identify, hire, and manage the right people for technical, product, and operational roles, ensuring they can scale efficiently.

What I do

- 01 Define hiring needs based on business goals
- 02 Find and evaluate candidates through networks, agencies, and hiring platforms
- 03 Implement structured screening and interview processes to ensure quality hires
- 04 Ensure smooth onboarding and long-term success

Who I help

- Need a structured hiring processs? I create clear hiring strategies
- Struggling to find the right people? I source and assess candidates
- Need to improve retention? I refine hiring and management to keep teams engaged

Why me

- I specialise in identifying the right talent to meet your business goals
- My approach ensures alignment between your goals and recruitment strategies
- I guide you through each step of the recruitment process for seamless hiring

Improve how your team works

Building a product requires clear roles, collaboration, and efficient workflows, but many companies struggle with misalignment and slow execution. I help businesses optimise team structure, streamline processes, and improve execution to keep teams productive and aligned.

What I do

- 01 Clarify team roles and responsibilities to reduce confusion
- 02 Implement better collaboration processes for efficient execution
- 03 Introduce feedback loops and performance tracking for improvement
- 04 Ensure teams stay focused on business goals and deliver results

Who I help

- Struggling with alignment or accountability? I improve team structure and workflows
- Facing slow progress or delays? I introduce processes to speed up delivery
- Need better collaboration? I improve communication to keep teams productive

Why me

- I introduce processes that improve collaboration and team alignment
- I optimise workflows to drive efficiency and reduce execution delays
- I help ensure that teams remain focused on business goals and deliver results

Make smart technology choices

Launching new products and improving existing ones requires a clear strategy and execution. I help startups and established businesses build, refine, and scale products to esnure they are ready for the market, cost-effective, and designed for long-term success.

What I do

- 01 Validate ideas and develop MVPs that attract early users
- 02 Prepare products for launch with the right structure and roadmap
- 03 Improve performance, reliability, and user experience
- 04 Identify cost-saving opportunities without sacrificing performance

Who I help

- Building an MVP? I help startups create and validate early-stage products
- Launching a new product? I guide businesses from MVP to full-scale launch
- Modernising an existing product? I refine and improve products to support growth

Why me

- I recommend technolgoy solutions that support your growth and strategy
- I ensure your technology roadmap aligns with long-term business objectives
- I prioritise scalability and efficiency in technology choices you make

Get guidance without a CTO

Providing direction on technology, execution, and scaling is essential for businesses that need leadership but can't justify a full-time CTO. I guide companies in aligning technology decisions with business goals, streamline processes, and avoid costly hiring mistakes.

What I do

01 Align techonology decisions with business goals for long-term success

02 Define tech strategy, product roadmaps, and execution plans

03 Oversee development processes and improve efficiency

04 Advise on hiring, scaling, and optimising engineering teams

Who I help

Need leadership without a full-time CTO? I provide strategic guidance

Struggling with tech decisions or execution? I help businesses make smart choices

Need better efficiency and alignment? I optimise technology, teams, and processes

Why me

I provide strategic insights to guide technology decisions without a CTO

My approach aligns your tech roadmap with business needs and goals

I help scale your operations efficiently by managing technical requirements

Turn your ideas into an MVP

Building a product begins with an MVP that quickly validates ideas and tests concepts in the market. I help businesses transform their ideas into functional MVPs that attract early users, provide actionable feedback, and prepare for full-scale development.

What I do

- 01 Develop MVPs quickly to validate ideas with real user feedback
- 02 Create prototypes to test product concepts and refine ideas
- 03 Improve MVPs based on feedback to meet user needs
- 04 Guide product development from prototype to launch-ready MVP

Who I help

- Need to bring a new idea to life? I help create MVPs that attract early users
- Validating a product concept? I help test ideas with MVPs before full development
- Need a quick solution? I deliver MVPs to test market fit and attract investors

Why me

- I turn business ideas into practical MVPs that deliver core value quickly
- I guide product development from concept to launch-ready MVP
- I help businesses validate ideas through MVPs that attract early feedback

Provide product support

Providing hands-on assistance to resolve product challenges, from documentation and specifications to development and infrastructure. Whether creating mockups, improving existing solutions, or maintaining your product, I provide support to grow your business.

What I do

- 01 Resolve product challenges in documentation, development, and infrastructure
- 02 Create detailed specifications for seamless development
- 03 Design mockups to improve user experience and guide development
- 04 Provide ongoing maintenance to ensure product quality

Who I help

- Need hands-on product support? I improve product functionality and user experience
- Struggling with documentation? I clarify and structure specifications for development
- Need ongoing maintenance? I ensure updates and improvements to your product

Why me

- I provide ongoing support to ensure smooth product operations
- I troubleshoot product challenges and optimise based on user feedback
- I help improve product quality by ensuring continual updates and relevance

Independent Consultant

Meet Sebastijan Bauman

I'm Sebastijan Bauman, an independent consultant with over 20 years of experience. Based in London, UK, and founder of Delicious Data, I specialise in helping businesses scale, optimise operations, and make strategic decisions. I have hands-on experience in development, team management, and product strategy.

I work across various functions within organisations, helping businesses refine processes, improve team performance, and implement technology solutions. My approach is centred on delivering results that align with your business goals and drive sustainable growth.

For more details, visit my resume, portfolio, expertise, and FAQ.

Documents

Resume Overview of my skills, experience and achievements

Portfolio Showcase of projects with impact and contributions

Expertise My knowledge in technologies and management strategies

FAQ Answers to common questions about my work and approach



End users of my solutions



Harvard University, US



University of Montreal, Canada



Cirque du Soleil, Canada



ABC News, Australia



Anaheim/Orange County, US



Baylor College of Medicine, US



National Geographic, US



Stony Brook University, US



Oregon Department of Agriculture, US



Hakluyt & Company, UK



Washington Aviation Association, US



Factory Studios, UK



Compass Data, US



Charles Edwards, UK



Jeremy Zimmermann Casting, UK

Direct collaboration



Click Connection Corporation, UK



Nationwide Utilities, UK



Pose Wimbledon, UK



BetterDeal.com, UK



EPL, Slovenia



ISC, Slovenia



21MAJ, Slovenia



Babelfix, UK



Feedzon, UK



Antiquity Software, UK



Nettle Services, UK



Energy Falcon, UK



Revizijski Center, Slovenia

2017 - 2024

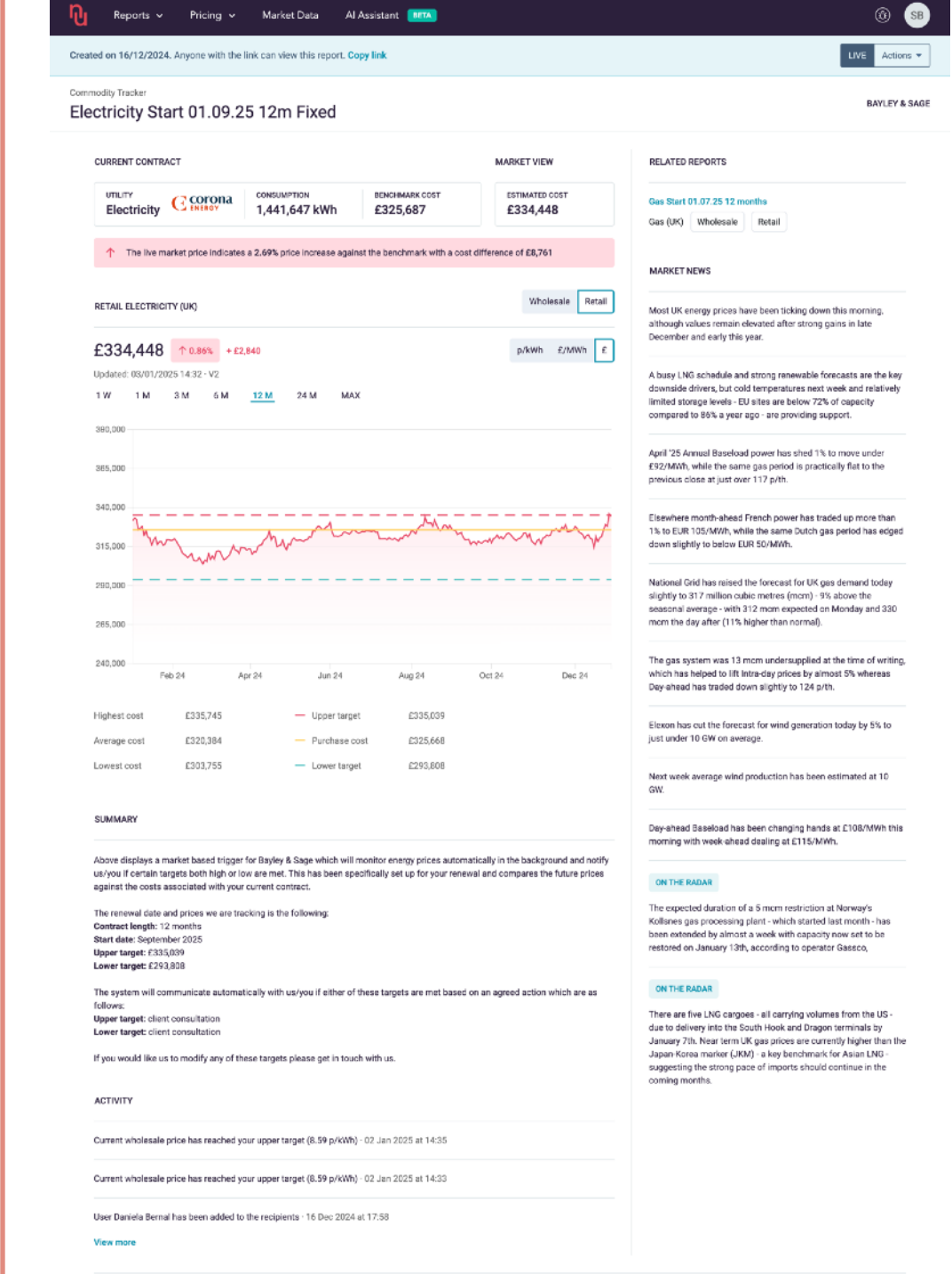
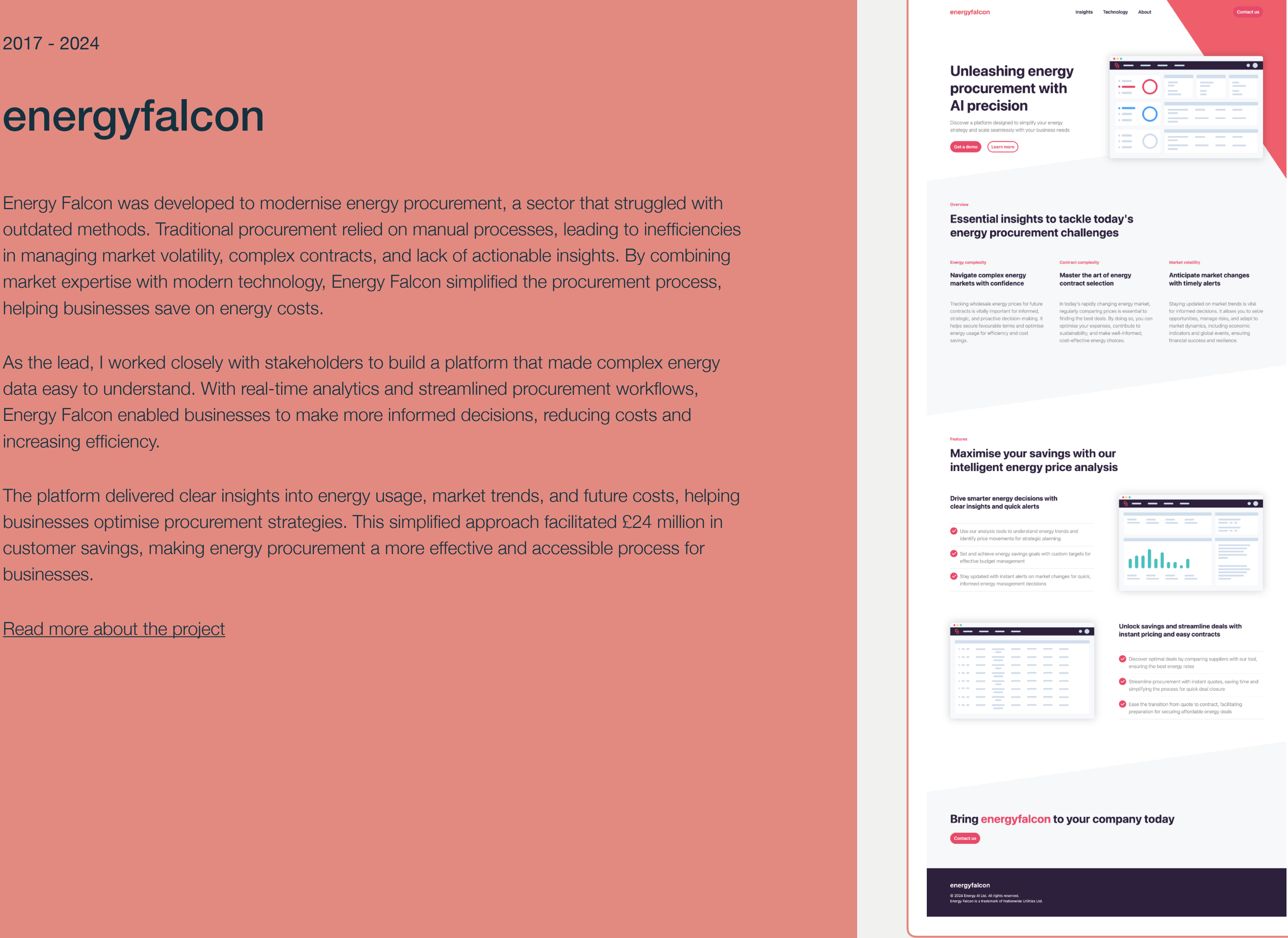
energyfalcon

Energy Falcon was developed to modernise energy procurement, a sector that struggled with outdated methods. Traditional procurement relied on manual processes, leading to inefficiencies in managing market volatility, complex contracts, and lack of actionable insights. By combining market expertise with modern technology, Energy Falcon simplified the procurement process, helping businesses save on energy costs.

As the lead, I worked closely with stakeholders to build a platform that made complex energy data easy to understand. With real-time analytics and streamlined procurement workflows, Energy Falcon enabled businesses to make more informed decisions, reducing costs and increasing efficiency.

The platform delivered clear insights into energy usage, market trends, and future costs, helping businesses optimise procurement strategies. This simplified approach facilitated £24 million in customer savings, making energy procurement a more effective and accessible process for businesses.

[Read more about the project](#)



Reports

Pricing

Market Data

AI Assistant

258

Electricity Prices

63 Prices

Create custom price

Action

Suppliers

Products

Terms

Display

258 products not included

Edit columns

UNIT RATE UPLIFT	STN CHG UPLIFT	SUPPLIER	PRODUCT	TERM	BUY RATE	NIGHT RATE	KVA RATE
CURRENT SUPPLY							
EDF					40.7400 p/kWh	29.6800 p/kWh	3.3800 p/dy
YOUR PRICES							
<input type="radio"/>	2	0	<div>British Gas</div>	MOP12RateRenewable	12 months	22.9000 p/kWh	17.5800 p/kWh 7.3200 p/dy
Annual day usage: 205,647 kWh							
Day rate: 40.7400 p/kWh							
Annual night usage: 98,455 kWh							
<input type="radio"/>	2	0	<div>British Gas</div>	MOP11Rate	12 months	21.6500 p/kWh	0.0000 p/kWh 7.3200 p/dy
Night rate: 29.6800 p/kWh							
Peak in tariff (p/dy): 0.00 p/kWh							
<input type="radio"/>	2	0	<div>British Gas</div>	MOP11RateNonRenewable	12 months	21.6500 p/kWh	0.0000 p/kWh 7.3200 p/dy
Standing charge: 6,718.3000 p/dy							
KVA: 310							
<input type="radio"/>	2	0	<div>British Gas</div>	2RateNonRenewable	12 months	22.6400 p/kWh	17.3300 p/kWh 7.3200 p/dy
KVA rate: 3.3800 p/dy							
<input type="radio"/>	2	0	<div>British Gas</div>	Default	12 months	22.6400 p/kWh	17.3300 p/kWh 7.3200 p/dy
<input type="radio"/>	2	0	<div>British Gas</div>	MOP12Rate	12 months	22.6400 p/kWh	17.3300 p/kWh 7.3200 p/dy

Site details

Usage details

Annual day usage: 205,647 kWh

Day rate: 40.7400 p/kWh

Annual night usage: 98,455 kWh

Night rate: 29.6800 p/kWh

Peak in tariff (p/dy): 0.00 p/kWh

Standing charge: 6,718.3000 p/dy

KVA: 310

KVA rate: 3.3800 p/dy

Review prices

2018 - 2023

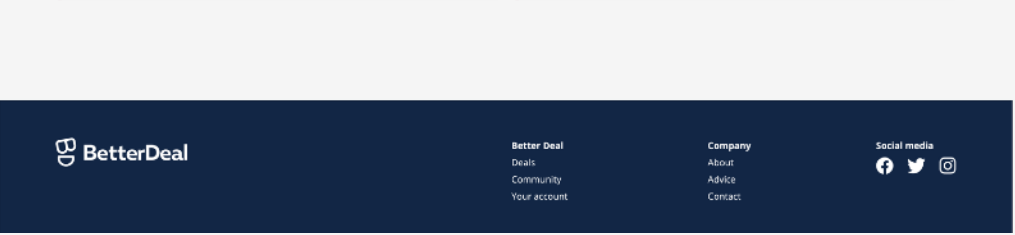
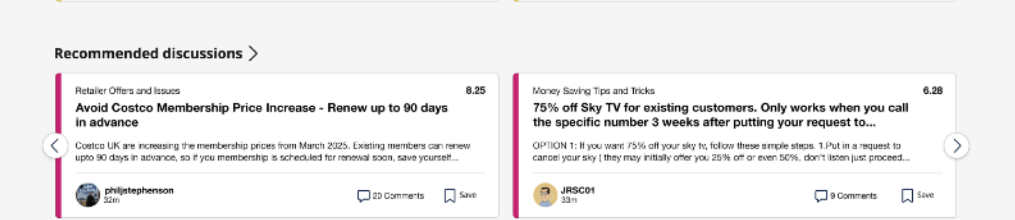
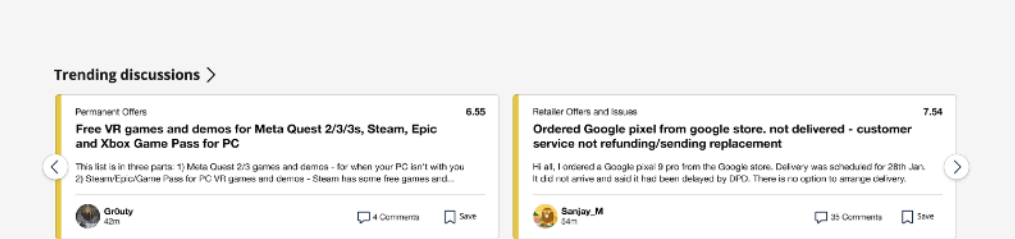
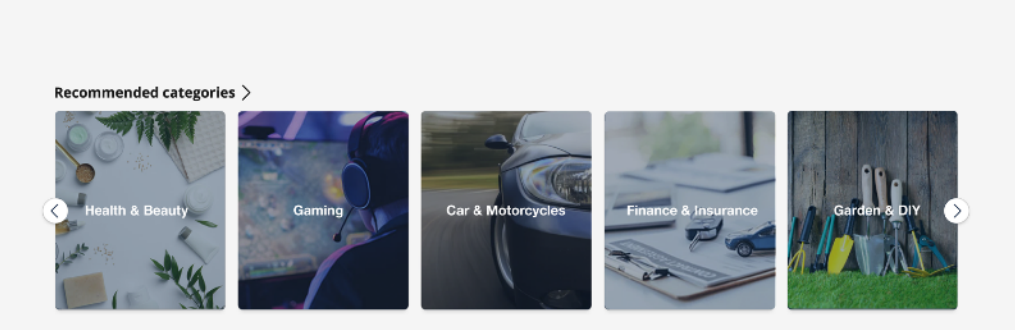
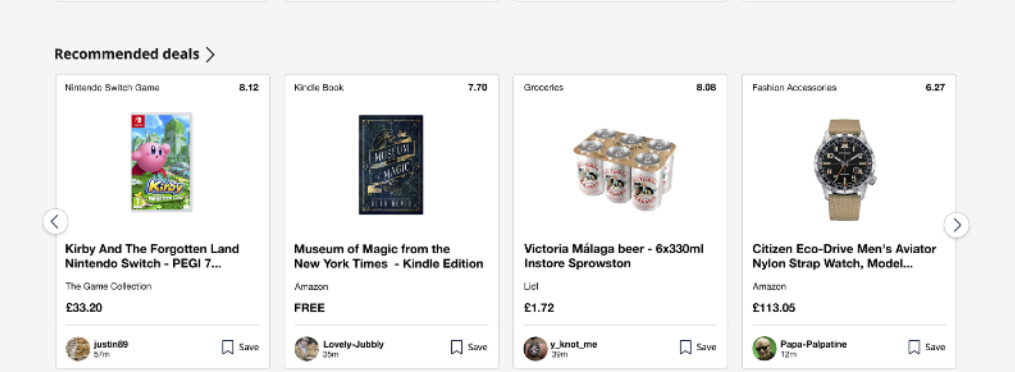
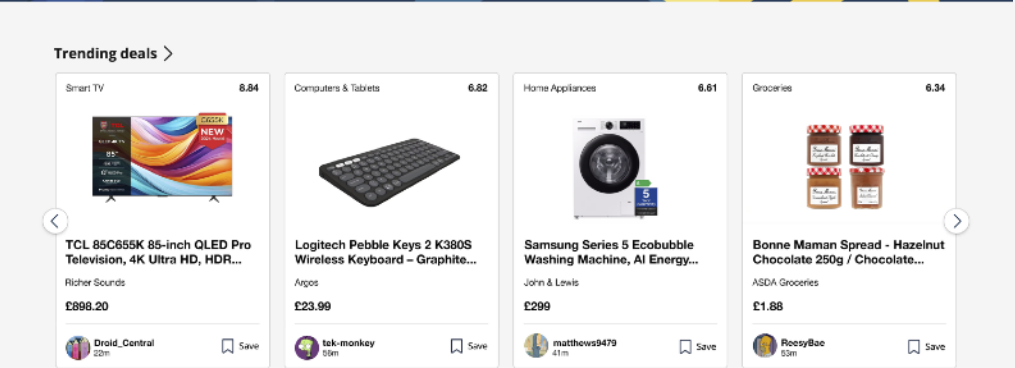
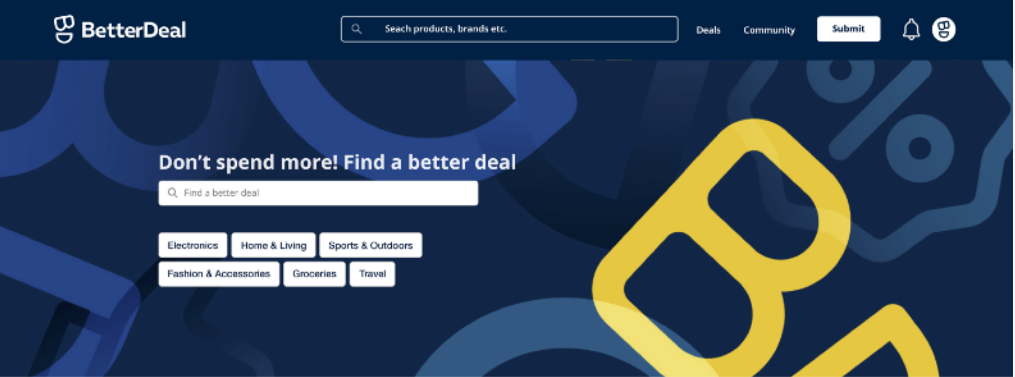
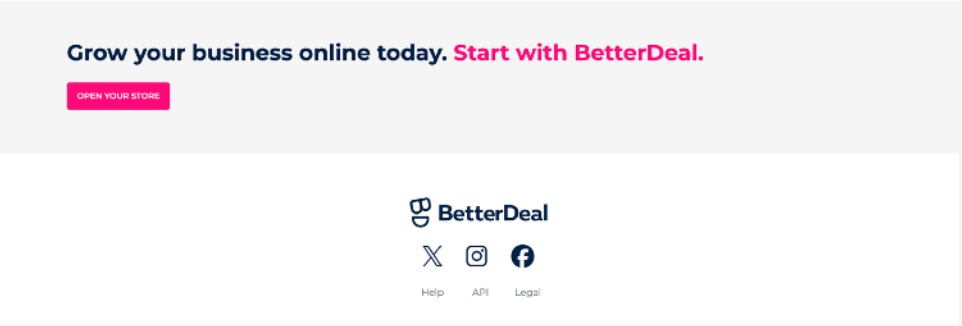
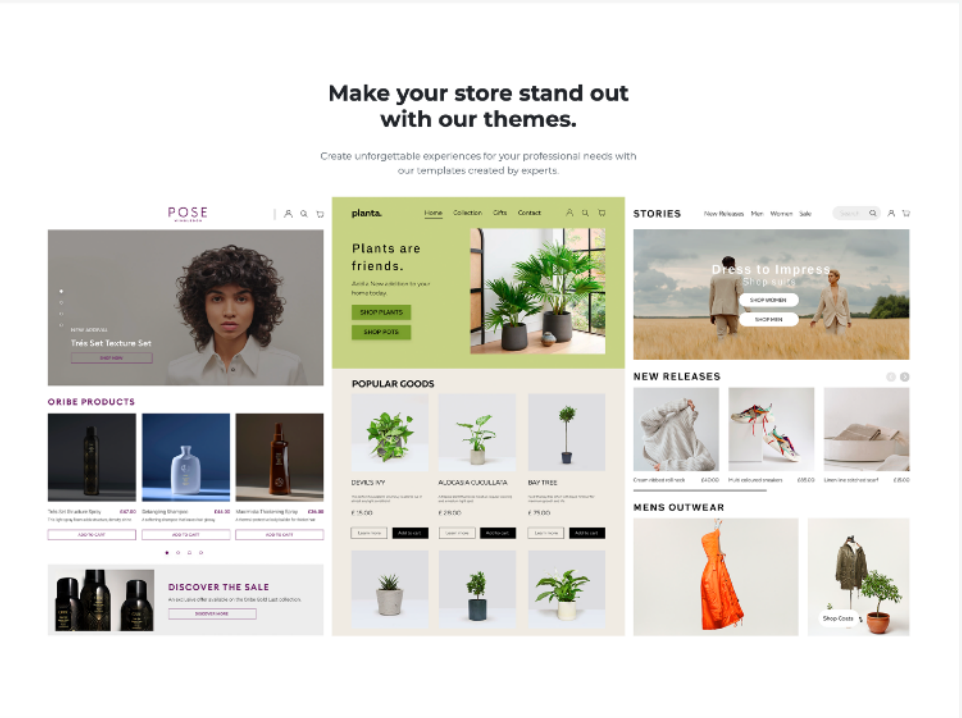
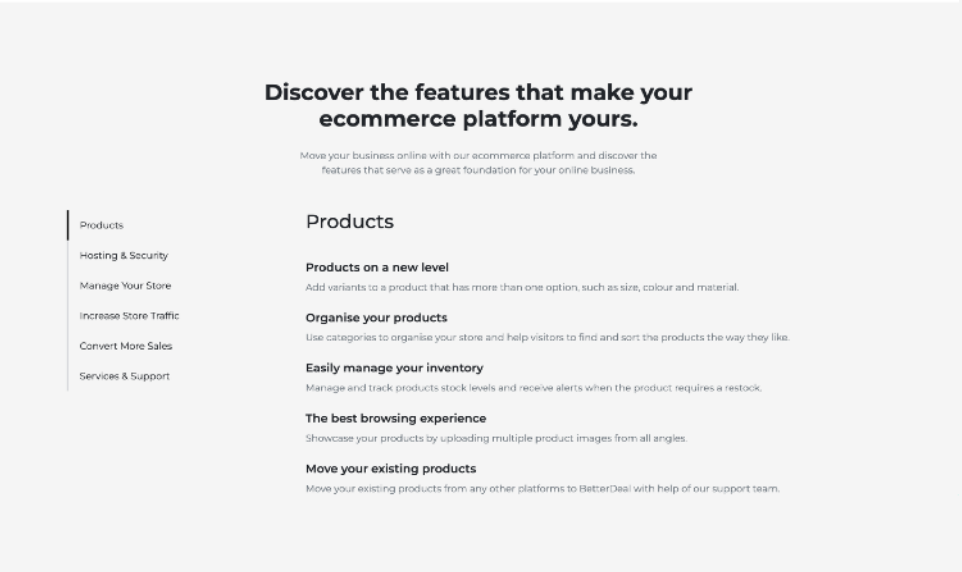
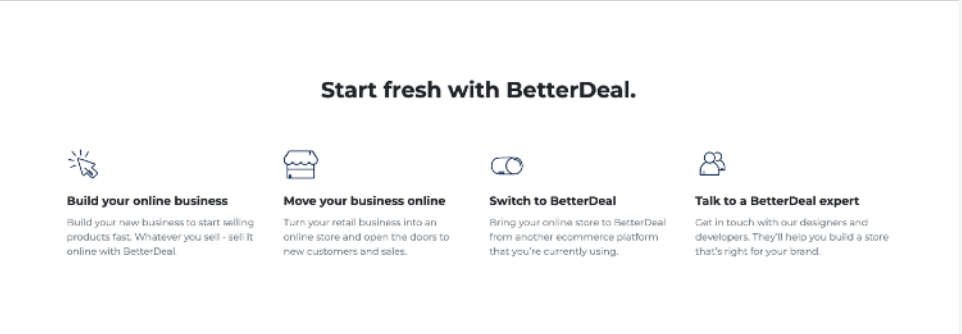
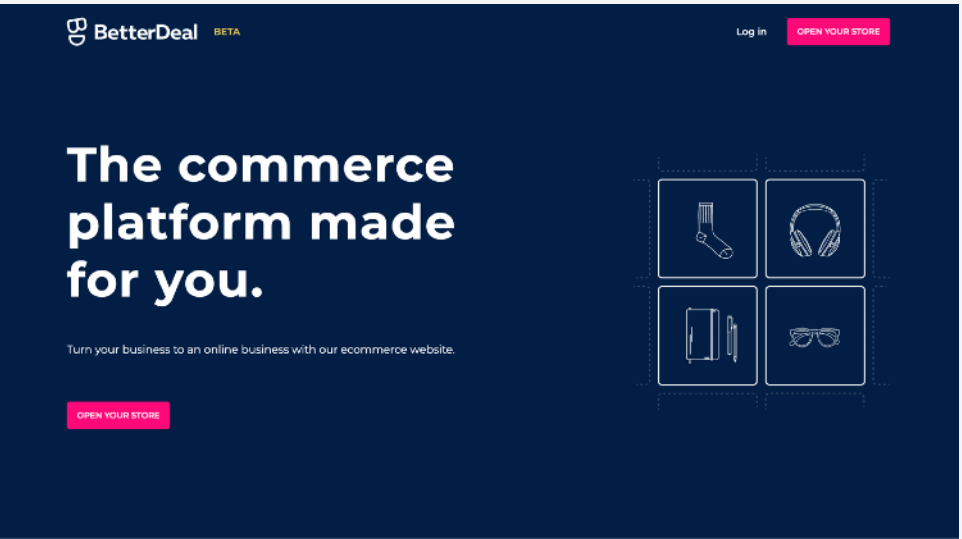


BetterDeal.com was designed to help users discover and share deals in a community-driven platform. Initially focused on generating revenue through affiliate networks, the platform allowed users to find discounts easily. However, through market analysis and insights from stakeholders, we recognised the risk of relying solely on affiliate revenue.

As the lead, I managed the development of both the original deal-sharing platform and the transition to an e-commerce platform for small businesses. I collaborated with stakeholders to integrate affiliate marketing alongside direct sales, creating a more sustainable revenue model. This allowed small businesses to sell products directly while still benefiting from affiliate commissions, ensuring a balanced and scalable business model.

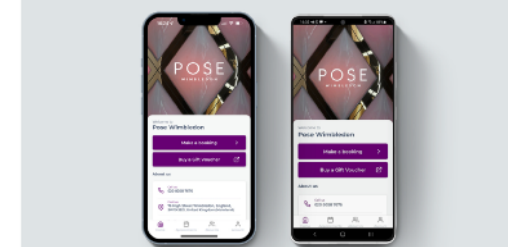
While the platform reached a market-ready stage, further development was paused because of high marketing costs. This experience highlighted the importance of flexibility in business models and scalability in technology, ensuring the small businesses could adapt and thrive with diverse revenue streams.

[Read more about the project](#)



POSE
WIMBLEDON

As the lead, I designed and built the website and connected it to Phorest, the salon management tool used for bookings, services, and staff. The integration allowed updates made in Phorest such as changes to services and prices, opening hours, and staff profiles to automatically appear on the website. Online bookings and newsletter signups were also handled through the same connection, reducing manual effort and helping the team stay focused on clients.



Join our Pose Wimbledon App and stay connected with our world leading hair salon, manage your appointment bookings from your mobile and get inspiration from our image gallery.



Treat a loved one to the Pose Wimbledon experience, by purchasing a Pose Gift Card. This card can be used with any stylist, salon service & treatment.

DISCOVER MORE



It's all about you! Come and visit our world leading hair salon in Wimbledon Village, here we have developed a style of hairdressing that reinforces an understated and inclusive approach to simple beauty.

[DISCOVER MORE](#)
[BOOK NOW](#)

Be pampered in our beautifully designed salon. Our highly trained team will revive and restore your hair to perfection, using only high quality products and treatments.

BOOK NOW

[View Services & Prices](#)

Pose Wimbledon is a world leading salon with more than 25 years of experience in colour, style and superior client service. Learn more about our stylists here:

DISCOVER MORE



Add a soft all-over hue to your natural hair colour which covers greys.

	Art Director	Master	Server	Sp/Sec
Full Time colour	£10	£10	£100	£30
Root Time	£15	£15	£75	£35

Our team of talented stylists interpret the latest trends for women, men and children, adapting them to suit your individual style.

	Age	Gender	Species	Weight (kg)	Height (cm)	Color	Markings	Notes
1	2	Male	Golden Retriever	15	60	Golden	White patch on chest	Adopted from a rescue center
2	3	Female	Border Collie	12	55	Black & White	None	Found as a stray
3	4	Male	Labrador Retriever	20	70	Yellow	Dark spots on legs	Gifted by a friend
4	5	Female	Cocker Spaniel	18	65	Black	White markings on face	Rescued from a puppy mill
5	6	Male	Beagle	10	45	Tri-color	None	Adopted from a breeder
6	7	Female	Shetland Sheepdog	14	50	White	Black ears	Found near a barn
7	8	Male	German Shepherd	25	80	Black & Tan	None	Adopted from a rescue center
8	9	Female	Boxer	22	75	Fawn	White markings on chest	Found as a stray
9	10	Male	Irish Setter	28	85	Red	White markings on legs	Gifted by a friend
10	11	Female	Australian Shepherd	16	60	Blue Merle	None	Rescued from a puppy mill
11	12	Male	Weimaraner	24	78	White	Black markings on face	Adopted from a breeder
12	13	Female	English Bulldog	20	30	Fawn	None	Found near a barn
13	14	Male	Doberman Pinscher	30	90	Black	White markings on chest	Adopted from a rescue center
14	15	Female	Scottish Fold	10	35	White	None	Found as a stray
15	16	Male	Great Dane	40	100	Fawn	None	Gifted by a friend
16	17	Female	Chow Chow	18	50	Red	None	Rescued from a puppy mill
17	18	Male	Shar Pei	15	40	Black	None	Adopted from a breeder
18	19	Female	Samoyed	12	45	White	None	Found near a barn
19	20	Male	Border Terrier	8	30	Red	None	Adopted from a rescue center
20	21	Female	Jack Russell Terrier	6	25	White	Black markings on face	Found as a stray
21	22	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Gifted by a friend
22	23	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Rescued from a puppy mill
23	24	Male	Border Terrier	8	30	Red	None	Adopted from a breeder
24	25	Female	Jack Russell Terrier	6	25	White	Black markings on face	Found near a barn
25	26	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Adopted from a rescue center
26	27	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Found as a stray
27	28	Male	Border Terrier	8	30	Red	None	Gifted by a friend
28	29	Female	Jack Russell Terrier	6	25	White	Black markings on face	Rescued from a puppy mill
29	30	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Adopted from a breeder
30	31	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Found near a barn
31	32	Male	Border Terrier	8	30	Red	None	Adopted from a rescue center
32	33	Female	Jack Russell Terrier	6	25	White	Black markings on face	Found as a stray
33	34	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Gifted by a friend
34	35	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Rescued from a puppy mill
35	36	Male	Border Terrier	8	30	Red	None	Adopted from a breeder
36	37	Female	Jack Russell Terrier	6	25	White	Black markings on face	Found near a barn
37	38	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Adopted from a rescue center
38	39	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Found as a stray
39	40	Male	Border Terrier	8	30	Red	None	Gifted by a friend
40	41	Female	Jack Russell Terrier	6	25	White	Black markings on face	Rescued from a puppy mill
41	42	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Adopted from a breeder
42	43	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Found near a barn
43	44	Male	Border Terrier	8	30	Red	None	Adopted from a rescue center
44	45	Female	Jack Russell Terrier	6	25	White	Black markings on face	Found as a stray
45	46	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Gifted by a friend
46	47	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Rescued from a puppy mill
47	48	Male	Border Terrier	8	30	Red	None	Adopted from a breeder
48	49	Female	Jack Russell Terrier	6	25	White	Black markings on face	Found near a barn
49	50	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Adopted from a rescue center
50	51	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Found as a stray
51	52	Male	Border Terrier	8	30	Red	None	Gifted by a friend
52	53	Female	Jack Russell Terrier	6	25	White	Black markings on face	Rescued from a puppy mill
53	54	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Adopted from a breeder
54	55	Female	English Cocker Spaniel	18	60	Black	White markings on chest	Found near a barn
55	56	Male	Border Terrier	8	30	Red	None	Adopted from a rescue center
56	57	Female	Jack Russell Terrier	6	25	White	Black markings on face	Found as a stray
57	58	Male	Staffordshire Bull Terrier	15	30	Fawn	None	Gifted by a friend

No matter your hair type or texture we have a treatment that will improve its health, condition, and shine.

	Art Director	Music	Senior	Style
Chaplin 1/3 Treatment	645	645	645	645
Chaplin 4 in 1 Mock	625	625	625	625
Chaplin 1-2-4 Full Treatment	635	635	635	635
Orbit On Lost Maps	675	675	675	675
Orbit Homelies	645	645	645	645
Pre-Showings	630	630	630	630

Keratin is a smoothing treatment that seals the hair cuticle with a coating of protein that eliminates frizz and adds softness and shine to your hair. Wake up to effortlessly smooth hair every day for up to 6 months.

	Art Director	Master	Senior	Stylist
Cazenne Organic Smoothing	£275	£275	£275	£275



2014 - 2019



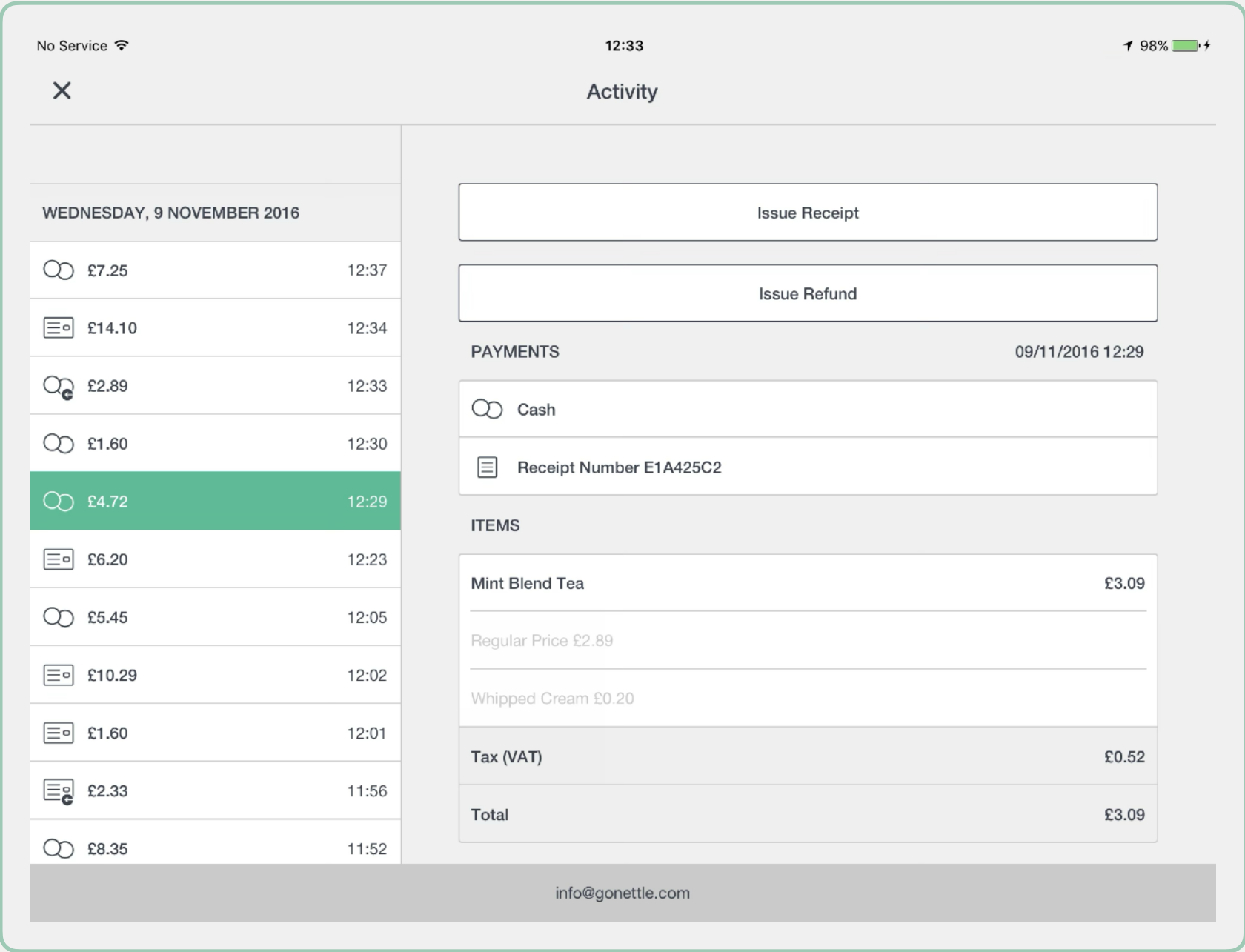
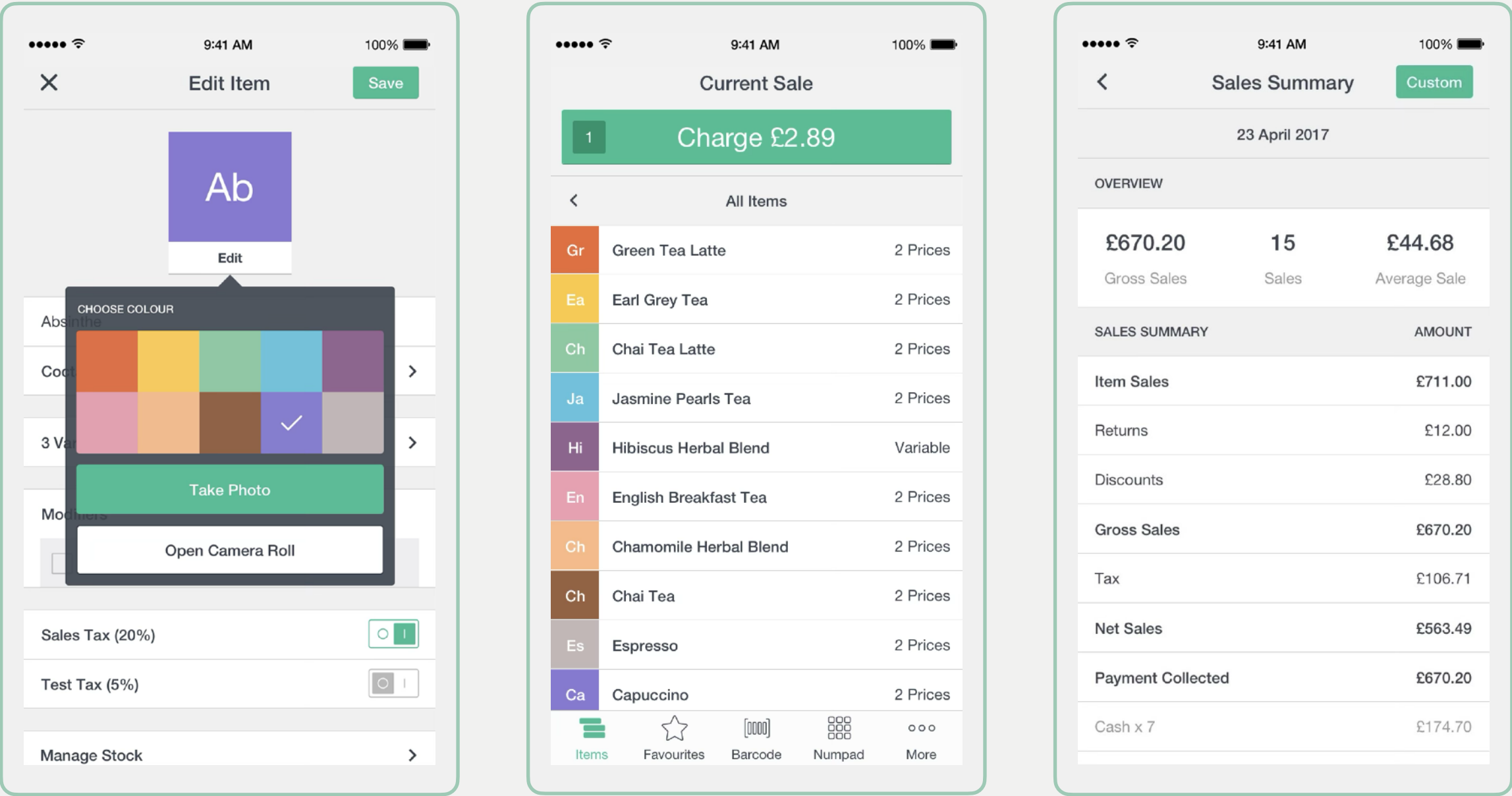
Nettle was created to provide small businesses with a modern and affordable Point of Sale (POS) system. At the time, existing POS systems were too expensive and lacked the flexibility small businesses needed. The system was designed for smartphones and tablets, allowing businesses to sell both in-store and on-the-go.

As co-founder, I led the product vision and strategy, building a cloud-based POS system with multi-channel integration and inventory management. I worked with cross-functional teams to define core features, recruit talent, and build strategic partnerships with payment providers like SumUp and iZettle. This allowed businesses to access flexible payment options and streamline operations.

Nettle simplified sales, inventory management, and reporting, offering small businesses a scalable and affordable POS solution. The system integrated seamlessly across online and offline channels, driving operational efficiency and enabling business growth with minimal hardware dependency.

[Read more about the project](#)

[Watch the Nettle intro video](#)



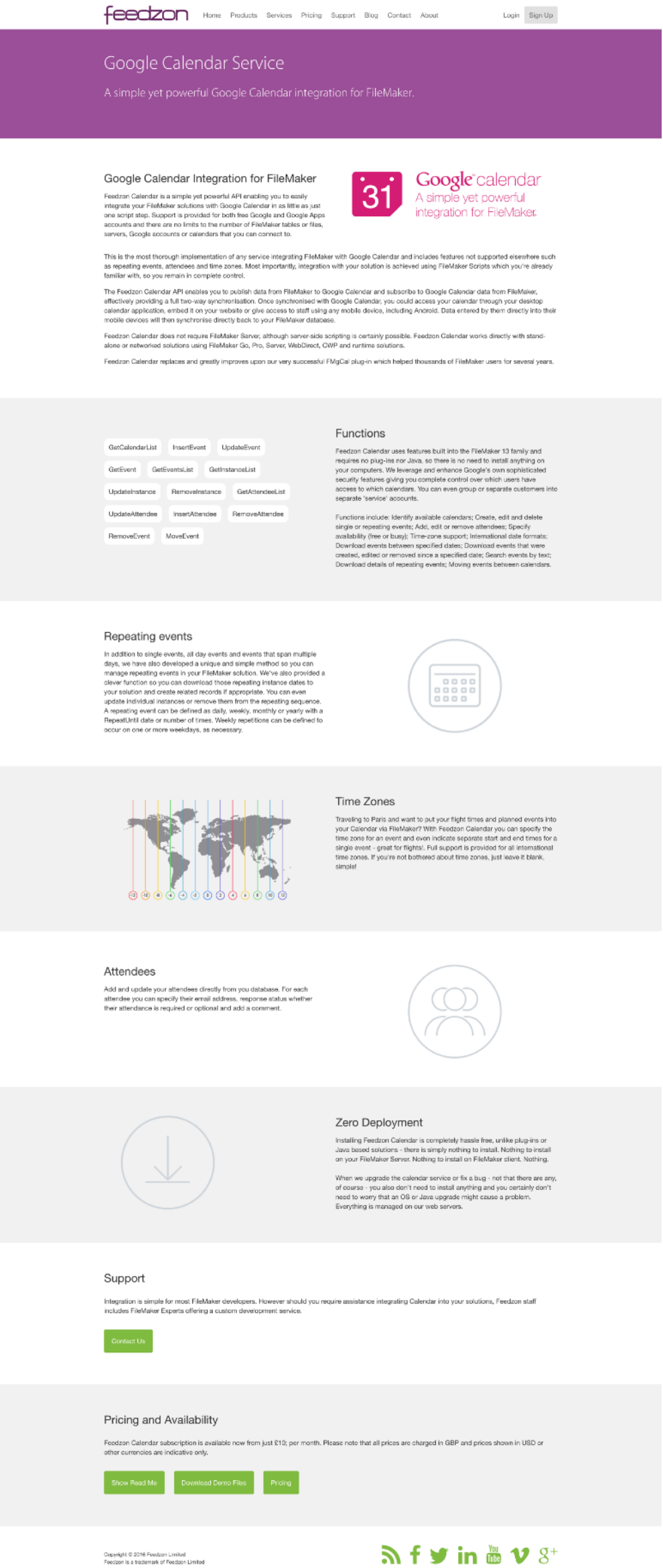
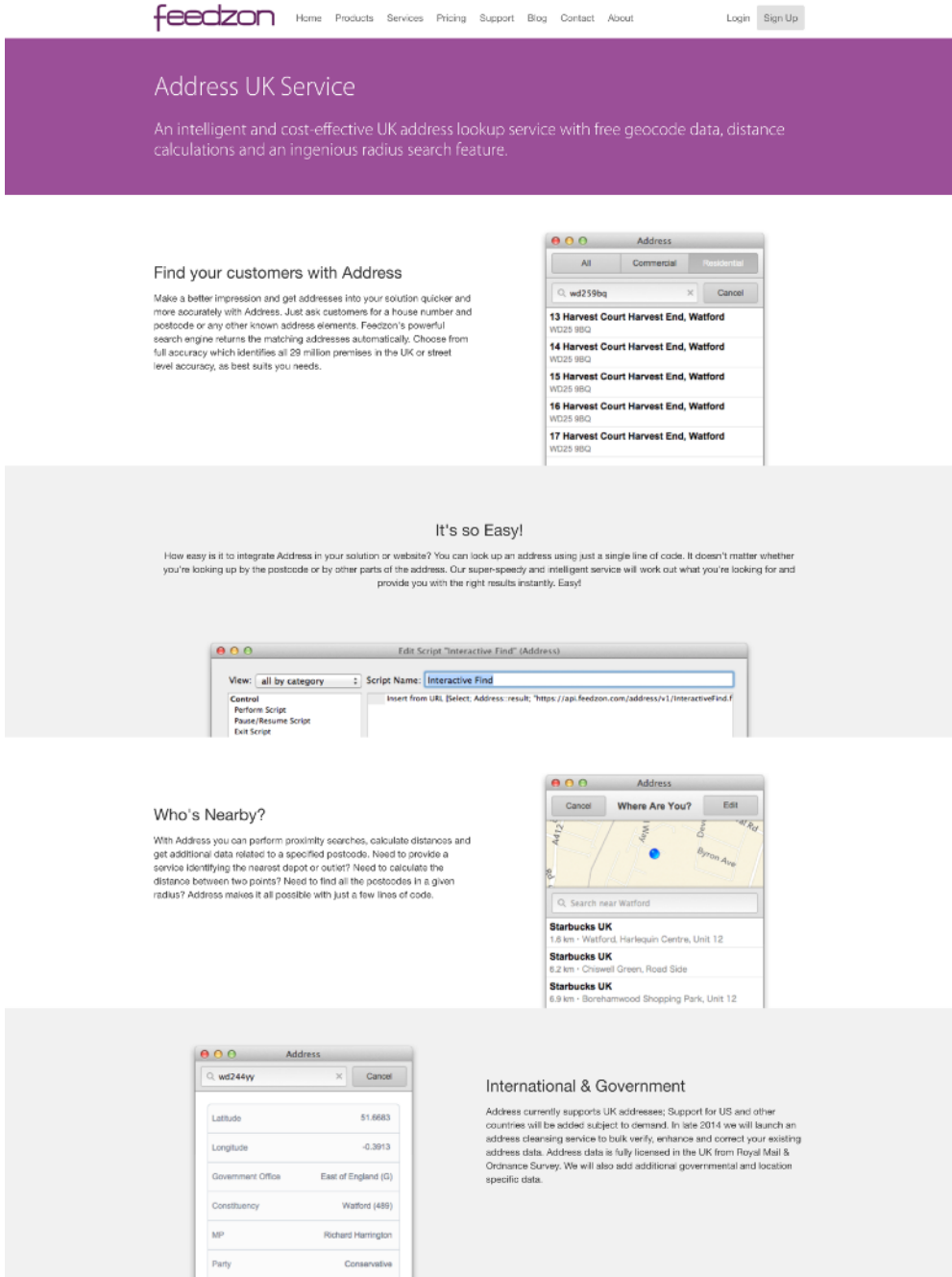
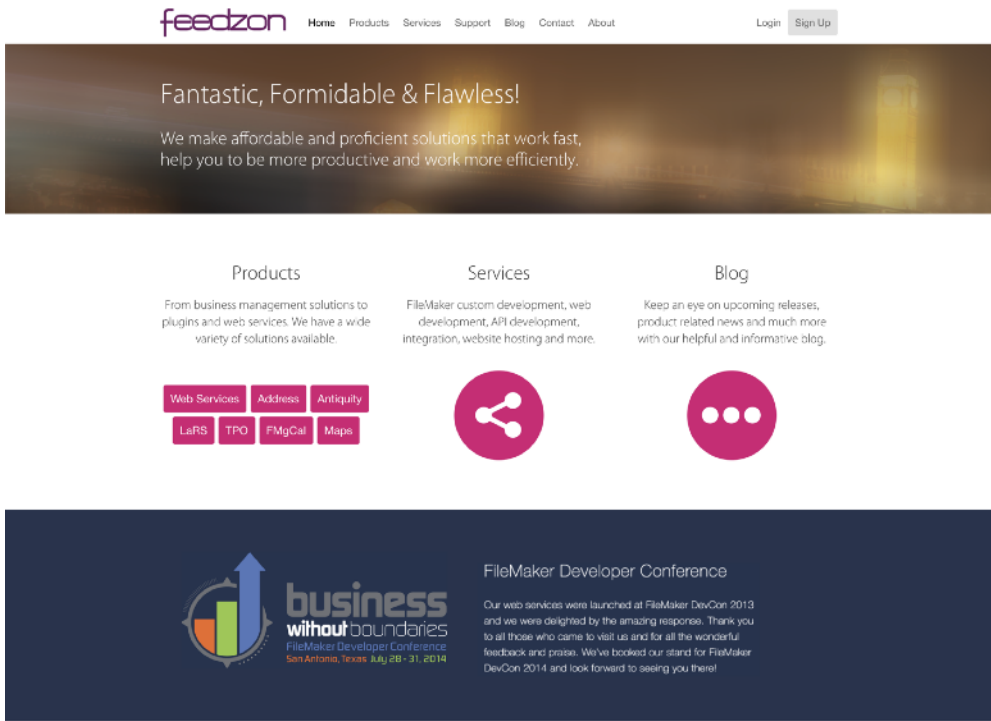
2013 - 2017



Feedzon was built to support FileMaker developers with hosted web services that automated common tasks, reduced custom code, and simplified integration. The platform included UK postcode lookup, Google Calendar syncing, translation, OCR, and custom workflow automation, all accessible through simple API calls. This gave developers modern features without needing to manage their own infrastructure.

As the lead, I built the platform and maintained integrations with third-party services, handling changes to external APIs and applying fixes directly. This kept the services stable and easy to use. The postcode lookup service utilised data from Royal Mail's Postcode Address File (PAF), ensuring accurate UK address data, geolocation details, and proximity results, helping businesses improve data quality and enable location-based functionality. The calendar service allowed developers to sync with Google Calendar, manage events, track attendees, and handle time zones with no local deployment required.

The unified approach made integration fast and reliable, helping teams focus on delivering better solutions. Feedzon combined essential tools in one service, reducing setup time and supporting consistent delivery across projects.



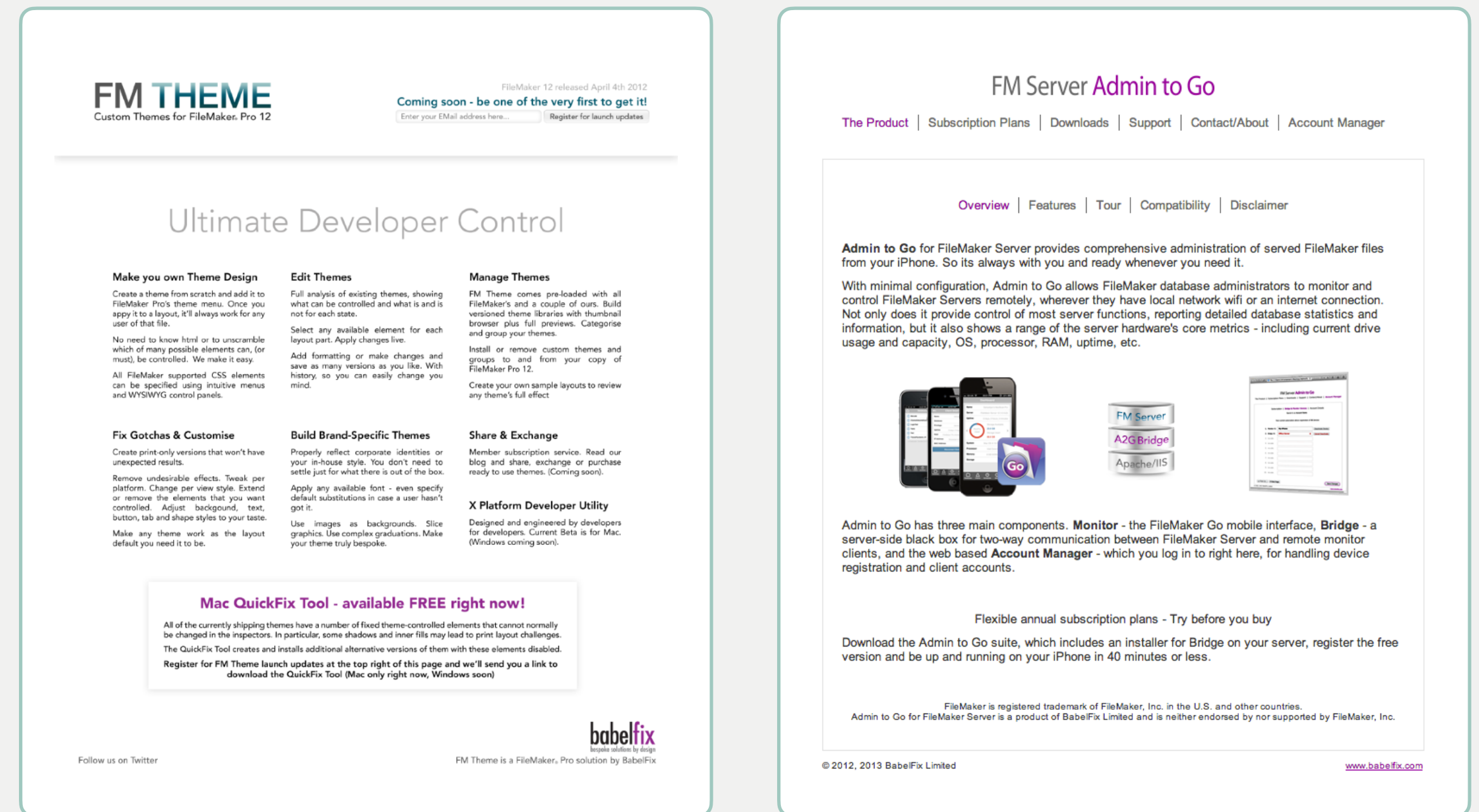
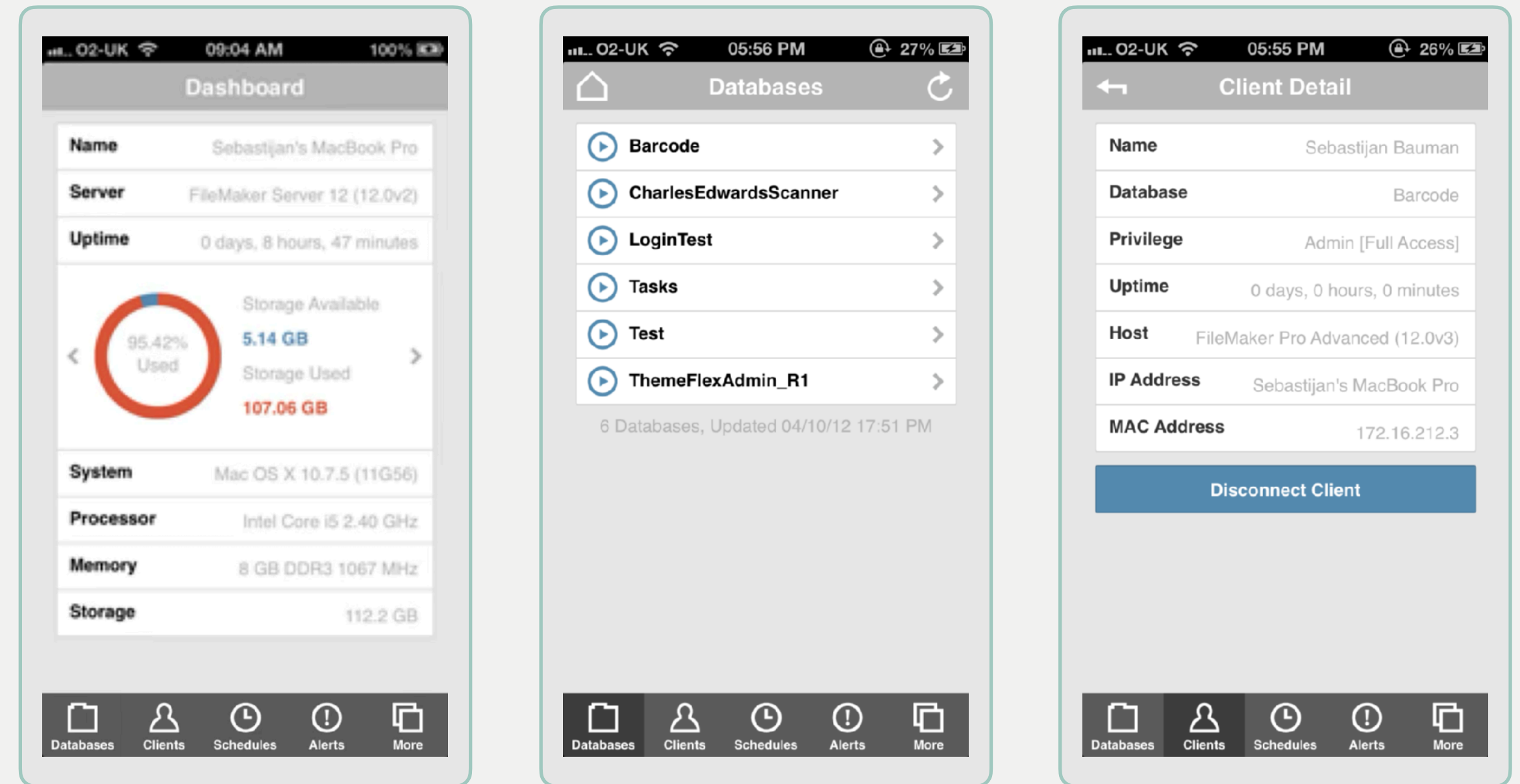
2012

FM THEME / Admin to Go

FM Theme was designed to give developers full control over layout design in FileMaker Pro. Themes were introduced in version 12, but they could not be edited through the interface. FM Theme provided a way to customise colours, fonts, and spacing across layouts without needing to change files manually. It helped developers apply consistent branding and save time when working on design.

Admin to Go was built to give administrators remote access to FileMaker Server. At the time, remote access was possible but required complex setup and was not designed for mobile. Through a mobile app and a secure server-side bridge, it allowed admins to monitor server metrics, manage client connections, and run commands from anywhere, improving response times and system oversight.

Both tools were designed to support teams working with FileMaker. FM Theme helped developers improve layout workflows, while Admin to Go gave administrators more freedom and visibility when managing servers away from their desk.



Ready to take the next steps?

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