

Julian Bourdès

Engineering Manager

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OBJECTIVE

Engineering Manager with 5+ years leading multidisciplinary teams through hypergrowth and organizational transformation — coaching talent, driving delivery excellence through agile methodologies, building technical culture, and bridging engineering execution with business strategy. Currently building hands-on expertise in generative AI and agentic architectures. Established in Montréal with a valid Canadian work permit.

PROFESSIONAL EXPERIENCE

Engineering Manager | EGERIE

September 2022 – April 2025

Toulon, France — Cybersecurity SaaS scale-up — hypergrowth from 20 to 170 employees (x8)

- **Led and developed 2 engineering teams (12 direct reports):** weekly 1:1s, individual growth plans, competency reviews, and hands-on onboarding — driving team cohesion and retention through a hypergrowth phase (20 to 170 employees).
- **Facilitated Scrum and Kanban ceremonies across 2 product teams:** sprint planning, retrospectives, refinement sessions, and sprint reviews — driving continuous improvement and aligning engineering execution with product and business priorities.
- **Identified, documented, and mitigated project risks** through structured ceremonies and dedicated risk reviews, escalating to C-level (CTO, CPO) and steering committees when preventive action was needed at service or organizational level.
- **Acted as bridge between executive strategy and operational execution:** translated C-level decisions into actionable team plans and surfaced field constraints back to leadership.
- **Defined and tracked delivery KPIs** (cycle time, velocity, sprint predictability, throughput) through custom Jira dashboards, surfacing bottlenecks early and improving on-time delivery.
- **Built and scaled engineering culture:** structured knowledge-sharing sessions, facilitated technical retrospectives, introduced cross-team best practices, and supported engineers in deepening technical expertise and ownership.
- **Led end-to-end procurement of an engineering metrics platform (Linear B):** defined functional, security (ISO 27001), and GDPR requirements with Legal and Security; benchmarked 6 solutions across ~15 criteria; ran vendor demos and pre-qualified terms before final legal handoff.
- **Owned the migration from Atlassian Self-Hosted to Atlassian Cloud across a 40-person Engineering organization:** built the cost/benefit case for the Standard-to-Premium upgrade, coordinated execution with IT, and drove adoption of Jira Work Management with Heads of departments.
- **Managed the closure of an outsourced frontend feature delivery:** weekly steering, deliverable acceptance, quality control, gap analysis, and final handover report.
- **Contributed to the construction of annual budgets** covering 14 collaborators across 2 engineering teams (compensation reviews, hiring plans) and a 6-figure (EUR) tooling budget, in partnership with the CTO and HR.
- **Contributed to organizational change management during EGERIE's x8 scale-up:** structured technical teams, built scalable processes, industrialized the production chain, and fostered a culture of technical excellence through knowledge-sharing and innovation initiatives.

Quality Manager | EGERIE

November 2019 – August 2022

Toulon, France — Software quality during the technical migration of a cybersecurity web application

- **Managed the stabilization phase of a major release:** coordinated risk assessment, go/no-go decisions, and cross-team alignment to secure a smooth migration with zero critical production incidents.
- **Defined the Product Readiness Review (PRR) ceremony,** a structured release-gate adopted as standard across the engineering organization, and rolled out an automated test suite reducing regression detection time.
- **Established quality processes from the ground up:** gathered cross-team needs, identified solutions, and co-designed procedures collectively before adoption.

PERSONAL PROJECTS & VENTURES

Teamova — SaaS for Human-Centered Team Management | Founder

April 2025 - Present

Personal venture — End-to-end ownership from market discovery to production beta and go-to-market

- **Defined product scope, requirements, and roadmap** from concept to production beta, managing trade-offs between scope, quality, and timeline as sole decision-maker.
- **Planned and tracked deliverables across multiple parallel workstreams** (backend, frontend, integrations, infrastructure), identifying inter-component dependencies and surfacing risks early.
- **Delivered third-party integrations with Jira, GitLab, and Linear**; treated regulatory and security compliance (GDPR, SSO, granular permissions) as first-class deliverables from day one.
- **Conducted market analysis and user interviews to validate product-market fit**, then structured the go-to-market approach (segments, pricing, outreach) with HubSpot CRM and analytics in PostHog.

Active Learning — Generative AI & Agentic Architectures | Self-directed

April 2025 - Present

- **Hugging Face AI Agents certification** (3 production-grade RAG projects); spec-driven development with Claude Code and MCP servers (Gamma, Notion, Linear) integrated into daily workflow.

EDUCATION

Master's in Computer Science (Engineering equivalent) | CNAM

September 2019 – August 2022

Diplôme d'Ingénieur Informatique et Multimédia — Work-linked training at EGERIE as Quality Manager

Technical Diploma in Computer Science (DUT) | Montpellier University — IUT

September 2017 – June 2019

Diplôme Universitaire et Technologique Informatique

CERTIFICATIONS

SAFe Agilist (SA) — Scaled Agile • Professional Scrum Master I (PSM I) — Scrum.org • Professional Scrum with Kanban (PSK I) — Scrum.org • AI Agents Certification — Hugging Face

SKILLS

Engineering & People Management: Team leadership & individual coaching (up to 14) • Talent development & career planning • Agile facilitation (Scrum Master) • Technical debt prioritization • Engineering process design • Hiring & onboarding • Change management • Cross-functional collaboration

Methodologies: SAFe • Scrum • Kanban • Hybrid Agile • Continuous Improvement

Tools: Jira (workflow design, custom dashboards, JQL) • Confluence • Atlassian Cloud (migration & administration) • Linear • Notion • GitLab • GitHub • LinearB • PostHog • HubSpot • Microsoft Office Suite (Excel, PowerPoint, Word) • Gantt Project

Technical Stack: TypeScript / JavaScript • Python • PHP • Node.js (NestJS) • React / Next.js • PostgreSQL • Redis • Docker • CI/CD (GitHub Actions) • AI / RAG / Agentic workflows

Leadership & Soft Skills: Influence without authority • Conflict resolution • Critical thinking • Adaptability • Hiring & interviewing

Languages: French (native) • English (professional working proficiency)