Julian Bourdès

ENGINEERING MANAGER

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Objective

To obtain an Engineering Manager position in an innovative and dynamic company where I can contribute my experience and hone my skills. Open to international relocation (Canada & Europe)

Experience

Engineering Manager, EGERIE | Toulon, France   September 2022 - Present

Leadership of a multidisciplinary team (tech, quality, product owner and design) and human support in an innovative technical environment.

- Personalized management of a team of 6 people (developers and tech leads): individual coaching, professional development and creation of a stimulating and fulfilling work environment.
- Participation in the strategic management of technical debt reduction: prioritization of continuous improvement projects, modernization of architecture and reinforcement of code maintainability.
- Hybrid agile management (SCRUM/KANBAN) as Scrum Master: adapting methodologies to the project context, facilitating ceremonies and supporting teams in the continuous improvement of practices
- Optimization of team performance through the implementation of key indicators (time cycle, velocity, sprint predictability), leading to a significant improvement in delivery.
- Industrialization of the production chain by integrating analysis and monitoring tools to reinforce code quality and security.
- Fostering a culture of technical excellence and mutual support: setting up knowledge-sharing sessions, promoting best practices and encouraging innovation.
- Facilitating inter-departmental and cross-functional collaboration, ensuring alignment of technical objectives with business needs
- Strategic contribution to the transformation of EGERIE during its hypergrowth phase (x8 in number of employees), supporting the growth from 20 to 170 employees while maintaining operational excellence
- Managing organisational change : active participation in structuring technical teams, developing processes and implementing scalable practices
- Implementation of a mentoring and onboarding process tailored to the context of hypergrowth, facilitating the integration and skills development of new employees

Quality Manager, EGERIE | Toulon, France   November 2019 - August 2022

Software quality management during the technical migration of a cybersecurity web application

- Design and implementation of an automated test suite, optimizing the validation cycle and reducing regression detection time
- Development and documentation of test strategies, including implementation of Product Readiness Reviews (PRR) to secure deliveries

- Execution and analysis of manual test campaigns, guaranteeing the reliability of security functionalities
- Proactive management of the stabilization phase of a major release, ensuring a smooth technical transition
- Leadership in establishing quality processes: needs analysis, drafting procedures and supporting teams in adopting them.

Education

Master's degree in Computer Science (equivalent)   **September 2019 - August 2022**
Conservatoire Nationale des Arts et Métiers, Toulon, France
Work-linked training at EGERIE as Quality Manager

Official name of diploma in France : Diplôme d'Ingénieur Informatique et Multimédia

Key points: Management, storytelling, design and development, UI/UX, communication, project management, web development

Technical Diploma in Computer Science (equivalence)   **September 2017 - June 2019**
Montpellier University and Technology Institute, Montpellier, France

Official name of diploma in France : Diplôme Universitaire et Technologique Informatique

Key points: Algorithm development, database design, design and development, software systems engineering, systems architecture, agile project management, communication, object-oriented programming

Skills & Abilities

- Management multi-disciplinary teams, on site, hybrid, remote
- Process automation and improvement
- Conflict management
- Taking the initiative
- Communication
- Leadership team
- Talent development
- Corporate culture
- Project management specializing in agile methodologies (SCRUM / KANBAN)
- Adaptability
- Active listening
- Cross-functional coordination
- Intellectual curiosity
- Change management
- Software design
- Application development
- Jira
- Confluence

Languages

- French (native)
- English (professional)

Certifications

- Professional Scrum Master I (PSM I), Scrum.org
- Professional Scrum with Kanban (PSK I), Scrum.org
- Safe Agilist (SA), Scaled Agile