

# Julian Bourdès

ENGINEERING MANAGER | TEAM LEAD

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**83130 La Garde, France → Montréal, QC, Canada (may 2026)**  
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## Objective

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Holder of a valid Canadian Working Holiday Visa (WHV), I am looking to relocate to Montreal as of May 2026 to take on new challenges as an Engineering Manager or equivalent role within a company undergoing digital or organizational transformation.

## Experience

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### *Active Learning & AI Projects | Toulon, France*

**April 2025 – Present**

Building expertise in generative AI and agentic architectures through hands-on projects, from idea to production.

- Adopted a spec-driven development approach with Claude Code: maintainable, production-ready code, CI/CD pipelines, and 2 custom plugins — UI prototyping with Stitch and v0.dev
- Integrated MCP servers into daily workflow: presentations (Gamma), documentation (Notion), ticket management (Linear)
- Delivered a full website redesign with CMS backoffice for a sports association
- Hugging Face certification on AI agents — built 3 RAG projects: movie recommendation engine (Qdrant, embeddings, Ollama), open-source language coach, recipe recommendation agent for a client context (FastAPI, LangGraph, pgvector, Redis)

### *Teamova | Toulon, France*

**April 2025 – Present**

End-to-end design and development of a modular SaaS platform for human-centered team management, built solo from concept to production — first active beta users.

- Microservices architecture on Turborepo monorepo: 2 independent NestJS backends, Next.js 15 frontend, PostgreSQL, Redis, deployed on Fly.io EU and Vercel
- Real-time collaboration via Socket.io: multi-participant Planning Poker sessions with instant voting and multilingual support (FR/EN)
- SSO authentication (Google, Microsoft, GitHub) via Passport.js, granular permissions with OpenFGA (Zanzibar model), GDPR compliance
- Third-party integrations: Jira, GitLab and Linear for importing user stories directly into sessions
- Full CI/CD pipeline: GitHub Actions (build, TypeScript check, Docker, security scan), semantic-release, automated deployment with health checks

### *Engineering Manager, EGERIE | Toulon, France*

**September 2022 – April 2025**

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

- Personalizing management of a team of 6 people (developers and tech leads): individual coaching, professional development, and creation of a stimulating and fulfilling work environment.

- Participating in the strategic management of technical debt reduction: prioritization of continuous improvement projects, modernization of architecture, and reinforcement of code maintainability.
- Managing hybrid agile (SCRUM/KANBAN) as Scrum Master: adapting methodologies to the project context, facilitating ceremonies, and supporting teams in the continuous improvement of practices.
- Optimizing team performance through the implementation of key indicators (time cycle, velocity, sprint predictability), leading to a significant improvement in delivery.
- Industrializing 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.
- Contributing 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.
- Implementing mentorship 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

- Designing and implementing an automated test suite, optimizing the validation cycle, and reducing regression detection time.
- Developing and documenting test strategies, including implementation of Product Readiness Reviews (PRR) to secure deliveries.
- Executing and analysing 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**

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**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

Category	Skills
<b>Management &amp; Leadership</b>	Multi-disciplinary team management (on-site, hybrid, remote) • Team leadership • Talent development • Change management • Conflict management • Cross-functional coordination
<b>Communication &amp; Soft Skills</b>	Communication • Active listening • Taking initiative • Adaptability • Intellectual curiosity • Corporate culture development
<b>Project Management</b>	Agile methodologies (SCRUM/KANBAN) • Process automation and improvement
<b>Technical Development</b>	Software design • Application development
<b>Programming Languages</b>	PHP • JavaScript • TypeScript • SQL • Java • Python • HTML/CSS • C • Shell
<b>Frameworks &amp; Libraries</b>	React • Next.js • Symfony • Tailwind CSS • NestJS
<b>Tools &amp; Platforms</b>	Jira • Confluence • Microsoft Office Suite (Excel, Word, PowerPoint, Teams, OneDrive) • Docker
<b>Languages</b>	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