

Yann Stepienik

Senior Engineering Manager

Management | Agile | Digital Transform. | Software

 Bachelor & Master Deg. in Business Informatics

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"Senior Manager, experienced in both Start-Up and Corporate hands-off management of engineering team and managers for 4 years, including strategy and shaping of global engineering efforts and processes"

Management and Leadership

- Management of Managers
- Managed teams of up to 30 people
- Including off-shore and near-shore teams
- Strategic Technology Development
- Distributed team management
- Stake-holder management

- Digital Transformation
- Agile / Scrum / Kanban
- OKR / KPI Management
- People Growth
- Client Relationship
- Budgeting / Accounting
- Extensive E-com, and FS experience

Native Development

- C/C++, Java, Python, C#, React-Native
- DirectX, OpenGL, Qt, Electron, SDL, ...
- Unity and Unreal Engine
- Computer Vision, Open CV

DevOps

- Docker and Basic Kubernetes
- CI / CD, Code Audit

Data administration and modelling

- SQL Databases, such as MySQL and Postgres
- NO-SQL, Cassandra, Redis, Neo4J, MongoDB
- Big Data tooling: Ms Power BI, R, ETLs (Talend)
- Kafka, RabbitMQ

Web

- JavaScript, Typescript, React, AngularJS, VueJS
- Performance audit and optimisation
- WebGL and 3D, ThreeJS, BabylonJS
- Go, Node.JS (Sails, Express, Loopback, etc...), Ruby (On Rails), PHP (Silex, Symfony),

Cloud

- GCP & AWS: All web related services
- Cloud Infrastructure (Load balancing, Auto Scaling, CD, Blue Green infrastructures, ...)

Others

- Adobe suite (Photoshop, Illustrator, etc...), Blender
- Bilingual French / English + Spanish & Japanese

Great ability to work in international context

- Worked in Tokyo, Paris, New York City, Luxembourg and London
- Passion for languages

Active in associations and clubs

- Have been the president of University's student council (team of 12 people)
- Worked with several non-profits

Other Projects

- Cosmos: Self-hosted Server management suite
- ElectronCSS: a lightweight framework agnostic CSS library
- Blossom JS: React in Web Components
- GuPM: Universal package manager in GoLang
- Crystal Venture: Exploration game in Unreal Engine

2019 - Present: Senior Engineering Manager, Publicis Sapient, London

- *At Publicis Sapient itself:*
- Manager of 3-5 Engineering Managers
- Technology leadership in a team of 80 developers
- Client Management
- Business relationships, Budgets forecasting
- Recruitment and promotion process improvements
- Digital Transformation Consultancy

- *At Renault (Client for 8 months)*
- Built a new startup from the ground up (Plug-Inn)
- Responsible for the technology across the products
- **EM, Technical product owner and architect**
- Designed the entire cloud infrastructure

- *At HSBC (Client for 1 year)*
- **GCP** cloud infrastructure architecture
- Roadmapping migration to cloud/micro-frontends
- **Micro-services** and **Micro-Frontends**

- *At Debenhams (Client for 2 years)*
- Complete ownership of the customer journey, including all landing pages, PLP, PDP, etc...
- **KPI reporting**
- Responsible for all tech behind Debenhams.com website (\$1Bn/year revenue)
- **Managed multiple teams of up to 30 people total**
- Engineering **culture** establishment
- Funnel optimisation
- Analytics driven approach (Adobe Analytics)
- Implementation of new content process and technology (**React** bridge from an old **CMS** using **web components**) with low level DOM
- **Storybook** and **Design Systems**
- **Microservice** API infrastructure for backend
- Business roadmap and technical vision ownership
- Tech debt management, **Typescript**
- Devops upgrade, **CI/CD**, **Docker**
- **Web-performance**, Lighthouse, **PWA**
- **SEO** in collaboration with Google engineers

2019: Head of Engineering, Staff Heroes, London

- Responsible for **structuring, recruiting, and managing** a team of 10 (engineers, QA, Designers)
- Roadmap to Serie A
- Hands-on on **React.JS, Node.JS, React Native**
- Built the **AWS** Architecture
- Deal with investment-based Start-up management
- Client management, business pitching

2018: Senior Software Engineer, DailyMail, New York City

- Serve as a point of contact for journalists and commercials in the New York office
- **PostgreSQL, Redis**
- Work on our **CMS**, migrating it to **ReactJS**

2017: Senior Software Engineer, DailyMail, London

- Development of main website (**React.JS, Node.JS, Lerna** and **Monorepo**)
- Development of the internal **Open ID Single-Sign-On** infrastructure supporting thousands of employees and 30 applications with NodeJS for the backend, and **React.JS** for the **front-end**
- **SEO** Development, Google **AMP**, Facebook **IA**
- Migration to a modular mono-repo based code base
- Front-end **performance** optimisation

2016-2017: Lead JavaScript, Checkout.com, London

- **Angular 1 / 2, React JS, Ionic**
- Development of multiple front-end applications
- Led migration of the main FE from Angular to React
- Mobile Application development
- Implemented devops processes and CI/CD pipeline
- Educating team on testing and code quality

2015: B.I. Analyst and FullStack, Carnegie (Swedish bank), Luxembourg

- Produced full reporting solution for the bank, a web-based software to manage report, import/Export Excel files and PDF, with centralised permissions
- **Graph** Database, **Node.JS + React** development
- **Big Data** pipeline in **Java** for transactions

2014: Computer Vision / security R&D Contract for Universal Robot Co LTD, Tokyo

- Research in security for AI bio-recognition
- **Android development** on mobile and tablets with **OpenGL** (including a game)
- **OpenCV** and 3D development in C++ with **Ogre**

2013-2014: Co-founder, M.Conseil, Paris

- Responsible for tech in a small co-owned business
- Project and team management for up to 5 people
- Recruitment

2011-2013: Web development for Kidilangues, Paris