

Mickaël Sauvée

My core values: customer & user centric, hands-on, co-creation, lead by example, accounting and innovation.



Who I am ?

Throughout my career, I have worked for software companies of all sizes, from start-ups to very large companies. Back-end developer at the beginning, I quickly took on management responsibilities, while keeping a strong technical component.

Agile methodologies are matching my values: customer involvement in order to deliver the best added value, collaboration between people, self-organization, delivery of an operational product.

I lead by example, always as a contributor, trying to make innovation emerge through initiative supported by a clear vision.

To contact me

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EXPERIENCE

R&D Director / Senior Software Architect @ Tibco

Decembre 2018 - Today

Tibco is a B2B software editor focused on data. Tibco EBX is a Master Data Management product for managing master data.

R&D team of 50 people : front, UX, back and integration. I'm in charge of the engineering teams, architecture, security topics and certifications.

- Manage and lead the engineering teams, providing guidance, mentorship, and coaching to team members.
- Élaborer et mettre en œuvre des stratégies d'ingénierie qui s'alignent sur les buts et objectifs de l'entreprise.
- Collaborate with cross-functional teams to ensure successful product development and delivery.
- Development: design, implementation, coaching for product features
- Security & compliance: vulnerability management, scanning and penetration testing. Implementation of processes for QA (ISO 9000) and ISMS (ISO 27001)
- Synchronization with EBX Addons R&D team in Hanoi.

VP R&D and DevOps @ Dhatim

January 2016 - April 2018

Dhatim is a startup publisher of a SaaS service that enables companies to optimize the costs of support functions through artificial intelligence

Team of 12 people composed of Front, Back, Fullstack and DevOps developers. My mission is to support Dhatim's growth by structuring the teams while maintaining their agility and integrating innovations.

Executions :

- Conciliator platform (SaaS architecture, multi-tenant, multi-app, Artificial Intelligence)
- Implementation of development processes: agile Scrum methodology, coaching, continuous integration, quality monitoring, CIR
- Security (CISO): ISP, charter, penetration testing, continuous vulnerability scanning, Incident Management, DRP/PRA, GDPR
- Ops process implementation: configuration management, containerization (Docker), automation and orchestration (K8s).

R&D Manager @ Morpho/Safran

January 2010 - December 2015

Dictao (acquired by Morho) is a software editor for strong authentication, electronic signature and secure archiving

Team of 12 people composed of Front, Back developers. I am in charge of the development of the Dictao Trust Platform product, and the execution of the associated projects.

Executions :

- Specifications, development and architecture (SaaS, multi-tenant, high availability)
- GUI vs back end separation via REST API and MongoDB repository
- Integration with other Dictao and third party products
- Implementation of Scrum methodology

R&D Director @ HP

August 2004 - January 2010

Team of 30 people (development, architects, test & quality, documentation/localization, customer support level 4). I'm also in charge of the roadmap, and the technological strategy

Executions :

- Methodology (test driven, test automation, unit testing, functional testing, test framework, iteration model)
- Implementation of the agile methodology (Scrum and Xtrem Programming)
- Technological change (multi-tier, Web Services)
- Roadmap and convergence architecture for all HP BTO products

Développeur, puis Manager R&D @ Peregrine

Septembre 1995 - juillet 2003

Développeur, puis responsable de l'équipe InfraTools en charge d'une suite d'outils technologiques en support d'AssetCenter.

- Equipe de 5 personnes (développeurs and architectes)
- Analyse des besoins et spécifications
- Développement en C++
- Evaluation de charge, suivi et gestion des projets

SKILLS

- **Languages** : java/java EE (JAXB, JAX-WS, CXF, JDBC, Spring boot, JMeter), Python, Rust, go, javascript, NodeJS, C, C++, C#, bash
- **SGBD/NoSQL/Queueing** : PostgreSQL(Patroni), Oracle, H2, MySQL, SQLServer, MongoDB, ActiveMQ, Kafka.
- **Cloud & DevOps** : SaaS, Containerization, Microservices, SOA, CI/CD, BPM, MDM, Docker, Compose, Terraform, K8s, Chef, Helm, Vagrant, Ansible, ELK, Azure, AWS, GCP, OpenShift.
- **Tools** : git (github, gitlab), svn, maven, gradle, ant, jira, Jenkins
- **Methodologies** : Kanban, Xtrem Programming, Scrum, SAFe, TDD, BDD, DDD.

LEADERSHIP

Creating an environment of trust that is conducive to the creation, efficiency and commitment of employees is, in my opinion, the best way to achieve quantitative and qualitative objectives. Fostering autonomy, empowerment, and co-creation allow for innovation and initiative taking.

BUSINESS DRIVEN

Align customer needs and product development in synergy. Facilitating and improving the interaction between Project Managers, Product Owners and the development team allows for a better understanding of needs, interdisciplinary co-creation, and optimization of added value.

DEVELOPMENT & ARCHITECTURE

Mastery of Front (js, angular, react) and Back (java, Python) stack technologies. Implementation of development tools and processes, and devops. SaaS or 'on premise' architectures, multi-tenant, high availability.

Open source contribution: [Python License checker](#).

EDUCATION

DEA Computer Science (INSA)

University of Sciences of Rennes • 1994

www.univ-rennes1.fr www.irisa.fr

Engineer in computer science

Institut de Formation Supérieure en Informatique et Communication • 1994

www.ifsic.univ-rennes1.fr

Fluent english, native french

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Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it.

— Steve Jobs

