# SWANN LE VIGOUROUX

**CTO · Team & Product Builder**

Aix-en-Provence / Remote
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**French** (Native) | **English** (Fluent — 3y Toronto)

**Hands-on CTO** with 10 years in engineering leadership and 16+ years building products.
Track record of **scaling tech teams** (8→15 engineers) and shipping **AI-powered products** to production.
International experience (3 years in Canada) and certified Scrum Master (PSM I).

## Expertise

**LEADERSHIP**   Engineering Management (10y) · Team Scaling 8→15 · Agile/Scrum (PSM I) · Product Strategy · Delivery Excellence

**BACKEND**   Node.js · TypeScript · GraphQL · PostgreSQL · C#/.Net

**FRONTEND**   React · Vue.js · Flutter · HTML5/CSS3

**INFRA & AI**   AWS Serverless · Lambda · Terraform · GenAI/LLM · AWS Bedrock

## Professional Experience — France

### COMET
*Paris / Remote — HR Tech Scale-up*

Nov 2018 – Present | ⏱ 7 years

#### Chief Technology Officer (Hands-on)
Jan 2025 – Present

- **Team Leadership:** Managing **9 engineers** (7 developers, 1 data engineer, 1 QA).
- **Nova AI Platform:** Led team building proprietary GenAI matching engine with extreme data compression, reducing portfolio build time by **85%** (78min → 12min) and candidate matching by **10x** (1h → 5min).
- **Product Methodology:** Established rapid prototyping framework with immediate production deployment and data-driven industrialization decisions, balancing speed-to-market with quality.
- **Strategic Migration:** Led legacy-to-SaaS transition for commodity features, projecting **90% cost reduction** on baseline functionality to focus engineering resources on innovation.
- **Compliance:** Implemented and managed CyberVadis security framework for enterprise clients.

#### Engineering Manager (Hands-on)
Feb 2022 – Jan 2025

- **Team Growth:** Scaled engineering org from **8 to 15 engineers** (developers, 2 data engineers, 1 data analyst, 1 data scientist, 1 QA) across cross-functional squads with predictable delivery.
- **Full-Stack Leadership:** Drove end-to-end feature delivery across frontend, backend, and infrastructure—from writing React components to architecting AWS serverless solutions.
- **Process Excellence:** Built agile, measurable delivery pipeline focused on operational excellence and predictable shipping.
- **Workflow Automation:** Implemented bidirectional Notion↔GitLab sync, enabling product team autonomy and faster roadmap iteration.

## Team Lead & Fullstack Developer
Nov 2018 – Feb 2022

> **Team Leadership:** Led a team of **5 engineers**.

> **Agile Transformation:** Progressively structured entire company around Agile Scrum methodology, introducing ceremonies and metrics.

> **Product Rebuild:** Led full platform refactor using TypeScript, Node.js, React, and AWS serverless architecture.

> **Performance Optimization:** Redesigned core architecture for scale and maintainability.

Tech: TypeScript   Node.js   React   Vue.js   Flutter   GraphQL   PostgreSQL   AWS Lambda   Terraform

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## Lead Developer / Project Lead
Feb 2016 – Oct 2018
**CMA CGM**
*Marseille* | **2.8 years**

> **Project BOSS:** Led team of 5 developers, pioneering **Vue.js and Git adoption** in traditional corporate environment where neither was previously used.

> **E-commerce Platform:** Core developer for CMA CGM's global booking platform under high-performance constraints.

> **Routing Engine:** Maintained and enhanced **C++ optimization engine** for worldwide shipping route calculation.

Tech: .Net   C#   JavaScript   Vue.js   SQL Server   C++   Git

## Software Engineer
Oct 2009 – Jul 2012
**ANYWARE VIDEO**
*Marseille* | **2.8 years**

> **Broadcast Features:** Developed video stream overlay and graphics engine using **C++ and .Net**.

> **Client Deployments:** On-site server installation and integration for **TF1, AB Productions, LCP, and Gameone**.

> **Real-Time Systems:** Built low-latency broadcast technology for live television production.

Tech: C++   .Net   C#   DirectX   Video Codecs

# International Experience — Canada

## Freelance Web Developer
Jun 2015 – Jul 2016
**INDEPENDENT CONSULTANT**
*Toronto Area* | **1.2 years**

> **Mobile Shopping App:** Developed iOS/Android application with pathfinding algorithms for optimized in-store navigation.

> **Social Network for Athletes:** Built sports-focused social platform with user profiles, activity tracking, and community features.

Tech: PHP   JavaScript   PhoneGap   MySQL   iOS   Android

## Creative Technologist
Jul 2014 – Jun 2015
**UNION ADVERTISING**
*Toronto* | **1 year**

- > **Interactive Experiences:** Built cutting-edge web experiences using HTML5, WebRTC, WebAudio, WebGL, Three.js for major brand activations.
- > **Physical Computing:** Created custom Arduino + laser installations (e.g., tweet-to-brioche printer) for experiential marketing campaigns.

Tech:  JavaScript   HTML5   WebGL   Three.js   WebRTC   Arduino   Node.js

## Lead Web Developer
**UNION ADVERTISING**

Oct 2012 – Jun 2014
*Toronto* | **1.7 years**

- > **Team Leadership:** Led a team of **3 developers**.
- > **National Platform:** Technical lead for *shoppersdrugmart.ca*, a major Canadian pharmacy portal.

Tech:  .Net   C#   Xamarin   JavaScript   Angular   SQL Server

# Education & Certifications

**PSM I - Professional Scrum Master™ I**                                                    **2017**
*Scrum.org Certification*

**Master's Degree in Computer Science**                                                     **2009**
*Aix-Marseille University, France*