

# Jonathan Demers

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## Director, R&D

Please consider my candidacy for the role of **Director, R&D**. With 20 years of software development experience and over 15 years as a senior consultant across diverse organisations, I bring deep technical expertise and proven leadership.

This breadth of experience provides me with clear insight into selecting optimal technologies and architectures while building high-performing teams and strategies that deliver measurable value. I leverage modern technologies and AI strategically to accelerate delivery, eliminate repetitive work, and elevate code quality and technical decisions.

I am fully bilingual in French and English with strong leadership capabilities, making me well-suited for this role. I welcome the opportunity to discuss how I can contribute to your organization.

Jonathan Demers, Eng.

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## Management Profile

Creative, hands-on leader with extensive experience in software engineering. Highly technical, with a proven ability to inspire and motivate teams and other leaders. Fast learner, strong problem solver, and strategic decision maker with a natural aptitude for high-pressure environments. Deep understanding of both organizational and technical dimensions of software development and their interdependencies.

Leadership	Technical
<ul style="list-style-type: none"><li>✓ Organizational Leadership ✓ Strategic Planning</li><li>✓ Team Coordination ✓ Talent Management</li><li>✓ Coaching ✓ Vision Alignment ✓ Goal Setting</li><li>✓ Team Leadership ✓ Communication ✓ Collaboration</li><li>✓ Management</li></ul>	<ul style="list-style-type: none"><li>✓ Software Development Life Cycle (SDLC)</li><li>✓ Agile Methodologies ✓ Architecture</li><li>✓ Distributed Systems ✓ Design Patterns ✓ REST</li><li>✓ SOA ✓ DevOps ✓ System Integration ✓ Cloud</li><li>✓ AI Integration</li></ul>

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## Professional Experience

### OpCode Solutions - Leader & Consultant - Software Engineering

Aug 2008 - Present

Accelerate software development cycles for multiple clients. Consulting services include organizational leadership, infrastructure and architecture strategy, and hands-on execution. Strategic adoption of AI tools to enhance productivity and technical decision-making.

- **Leadership:** Innovation, Communication, Motivation, Strategic thinking, Problem solving, Decision making
- **Backend:** Java, J2EE, Spring, NodeJS, TypeScript, Python, Web services, REST, OAuth, SQL, Linux, Cloud

- **Frontend:** React, HTML, JavaScript, TypeScript, Angular, REST, CSS, Bootstrap
- **AI & Automation:** GitHub Copilot, AI-assisted code generation, automated testing optimization

Multiple clients, including (non-exhaustive list):

- **iA Private Wealth - Technology Leader** (2022 - Present): [Details below](#)
- **NBC - Full Stack Dev Lead** (2020 - 2022): [Details below](#)
- **TD Bank - Development Lead** (2018 - 2020): [Details below](#)
- **Pstox - Senior Software Engineer** (2017 - 2018): Development and architecture on ThinkingCapital's online financing platform for businesses, which got successfully acquired by Purpose Financial. Multiple system integrations, including Salesforce and Equifax.
- **Morgan Stanley - Senior Software Engineer** (2015 - 2017): [Details below](#)
- **TERN Financial Group - Senior Software Engineer & Architect** (2014 - 2022): Fully design, develop, host and maintain TERNINGpoint quote and policy management system.
- **Intact - Senior Software Engineer** (2013 - 2014): Development on new insurance policy management system with service oriented architecture (SOA backend). Project: PAS.
- **Industrial Alliance Securities - Senior Software Engineer** (2013): Architecture and development on new fixed income trading platform (Bond Trader). Multiple system integrations, including:
  - Bloomberg TOMS for real-time price feed and trade capture report over FIX protocol.
  - CBID's trading platform to submit orders and receive executions over FIX protocol.
  - IBM ISM (SIS) to send phase1 data in real time for DP trades and at EOD via SFTP.
- **Desjardins - Tech Lead & Senior Software Developer** (2012 - 2013 & 2010 - 2011): [Details below](#)
- **Gemalto (now Thales) - Senior Software Engineer** (2011 - 2012 & 2008 - 2009): Develop mobile banking and instant messaging solutions on backend and frontend (Android). Improved performance and stability of backend up to 1000 tx/sec.
- **Penson Financial Services - Senior Software Developer** (2010): Migrate and enhance several financial applications from IBM ISM platform to Broadridge platform.

Technologies: Java 11, Java 8, J2EE, Maven, Spring, Spring Boot, OSGi, JPA, Hibernate, QuickFIX/J, JSch, Struts, Tomcat, Jetty, Mule ESB EE, Websphere, Jenkins, JMeter, REST, JSON, OAuth2, JWT, Swagger, Auth0, SOAP, JAXB, WSDL, XSD, MySQL, Oracle, MS SQL server, Elasticsearch, HTML, CSS, Bootstrap, JQuery, Cloud, AWS, EC2, RDS, VPC, DNS, TLS/SSL, certbot, Linux, Ubuntu, Red Hat, Debian, Docker, Eclipse, Android SDK, Anypoint Studio, RAD, RTC, Git, Jira

## **iA Private Wealth - Technology Leader (Consultant)**

*2022 - Present*

- Oversee full development lifecycle of 40+ financial applications (internal and vendor-supplied).
- Review 50+ production deployments annually, proactively identify and mitigate risks to ensure operational continuity.
- Manage multiple development teams: recruit, coach, mentor, and evaluate performance.
- Deliver project estimates, task breakdowns, and resource assignments.
- Lead hands-on execution of critical initiatives to ensure successful delivery.
- Rapidly resolve critical incidents with creative problem-solving to minimize downtime and maintain business continuity.
- Leverage AI tools including GitHub Copilot to optimize code analysis, accelerate development velocity, and improve code quality.

Systems include:

- 7 FIX trading connections processing over 20 million messages daily.
- Multiple critical databases including a 10-terabyte MySQL instance.
- Integration points with premium vendors: Bloomberg, JPMorgan, UBS, CIRO (formerly IIROC), IBM ISM/OSS, and more.
- 100+ Git repositories, 200+ automated jobs, 1000+ workloads.

Diversified technology ecosystem: GitHub Copilot, Kubernetes, Linux, Windows, IIS, Java, .Net, PHP, Azure Cloud, on-premises infrastructure, Azure DevOps, Jenkins, MSSQL, MySQL and more.

## National Bank of Canada - Full Stack Dev Lead (Consultant)

2020 - 2022

- Lead agile squad of frontend, backend, SQL and test-automation developers.
- Advise the program management on organizational matters.
- Recruit, onboard, motivate, assign tasks, unblock and evaluate performance of squad members.
- Provide feedback on program architecture solutions.
- Advise on project and delivery planning.
- Facilitate communications between business stakeholders and technical members.

Projects: SOMA. Multiple system integrations, including very legacy systems. Internet facing application.

Technologies: Java 11, Spring Boot, React, TypeScript, Selenium, Microservices, REST, GraphQL, OpenAPI, OAuth 2.0, PKCE, Okta, Sybase, MariaDB, IBM MQ, Camunda, Maven, npm, Linux, Bash scripting, OpenShift, Kubernetes, helm, vault, Harness, Docker, CI/CD, Jenkins, Nexus, Veracode, IQ Server, Git, Splunk, Datadog, Atlassian suite (Bitbucket, Jira, Confluence, etc.), Agile methodology, SAFe.

## TD Bank - Development Lead (Consultant)

2018 - 2020

- Lead teams of developers and devops on numerous successful enterprise projects.
- Advise the department senior director on organizational matters.
- Architecture vision and design on new A/B infrastructure.
- Steer the new CI/CD pipeline vision and development.
- Advise on project and delivery planning.
- Facilitate communications between business stakeholders and technical teams.

Projects: GPS 2.1, GPS 2.2 and much more. Multiple system integrations. Buy online. Customer facing applications: [MyInsurance](#), [DigitalQuoter](#).

Technologies: Java, Spring, Maven, JBoss, OAuth 2.0, REST, Soap, Angular, TypeScript, NodeJS, PM2, npm, VSCode, Oracle, Linux (RHEL), Git, Atlassian suite (Bitbucket, Jira, confluence, etc.), CDN, Private Cloud, CI/CD, Jenkins, Ansible, Docker, Veracode, IQ Server, Agile methodology.

## Morgan Stanley - Senior Software Engineer (Consultant)

2015 - 2017

- Lead, coach and motivate 2 developers. Advise developer performance to software development VP.
- Architecture and development on real-time pricing of fixed income securities and search platform used by financial advisors.

Technologies: Java 8, Scala, Linux, DB2, WebSphere MQ, Spring, Hibernate, Spring, Play, SBT, Git, Autosys, Kerberos, Linux, etc.

## Desjardins - Tech Lead & Senior Software Developer (Consultant)

2012 - 2013 & 2010 - 2011

- Lead backend development of new online trading platform (Stocks, Options, Mutual Funds, etc).
- Provide technical leadership and architecture vision to the software development team.

- Successfully complete migration of existing Java applications to high-available (HA) infrastructure.

Technologies: Java, J2EE, Tomcat, Weblogic, Mule ESB, Spring, JSON, Linux (Red Hat), MySQL, Websphere MQ, ActiveMQ.

## 5 Employers - Software Developer & Architect

2001 - 2008

From entry-level Developer to Senior Software Developer & Architect. Learnt real-world programming skills and technologies before starting consultation career.

- **Tecsus - Solutions Architect (2006 - 2008)**: Develop, architect and customize Supply Chain Management applications for clients. Started as Software Developer in R&D and got promoted to Solutions Architect in Custom Enhancement division.
- **Morgan Stanley - Systems Architect (2004 - 2006)**: Develop distributed financial system for trade allocation of fixed income securities.
- **Logient - Software Developer (2002 - 2004)**: Develop many applications for clients, from CMS to custom E-Commerce solutions.
- **Institut de recherche d'Hydro-Quebec - Software Developer (2002)**: Develop real-time software and hardware integration for underwater robot used for the inspection of hydroelectric dams.
- **Canadian Space Agency - Intern (2001)**: Develop testbed to measure the performance of spatial RF communication modules.

Technologies: Java, J2EE, Tomcat, JBoss, Websphere, Servlet, Jsp, Taglibs, Html, JavaScript, XML, DTD, XSLT, XPaths, JAX-WS, SOAP, IBM MQSeries, Linux, AIX, Oracle, Informix, Sybase, PostgreSQL, MatLab, C++, Inertial navigation system, Kalman Filter, QNX Real Time OS (RTOS).

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## Education

### University of Michigan - Specialization, Organizational Leadership

2017 - 2018 [Credential ID HRYMS5AB3PTJ](#)

This 5-Star “*Leading People and Teams Specialization*” from Michigan faculty strengthen essential leadership skills with proven management techniques. It also includes interviews with exceptional leaders Jeff Brodsky, Global Head of HR for Morgan Stanley, and John Beilein, Head Coach of the University of Michigan Men’s Basketball Team. The specialization has 5 courses over 20 weeks:

- Inspiring and Motivating Individuals
- Managing Talent
- Influencing People
- Leading Teams
- Leading People and Teams Capstone

*Grade Achieved: 99%*

### Polytechnique Montréal - B.Eng., Engineering - Telecommunications

1998 - 2002

- Mention of excellence from the general director for academic achievement.
- Scholarship for academic excellence.
- Achieved [unconditional admission to PhD](#) directly (skipping Master), I did not pursue this goal.

# Certifications

## deeplearning.ai - Artificial Intelligence - TensorFlow in Practice

[Certificate Issued 2020](#) - 4 courses, 16 weeks: - Introduction to TensorFlow for Artificial Intelligence (AI), Machine Learning (ML), and Deep Learning - Convolutional Neural Networks (CNN) in TensorFlow - Natural Language Processing (NLP) in TensorFlow - Sequences, Time Series and Prediction

Technologies: Python, TensorFlow, Keras, Pandas, NumPy, Matplotlib

## deeplearning.ai - Artificial Intelligence - Deep Learning

[Certificate Issued 2019](#) - 5 courses, 16 weeks: - Neural Networks and Deep Learning - Improving Deep Neural Networks: Hyperparameter tuning, Regularization and Optimization - Structuring Machine Learning Projects - Convolutional Neural Networks - Sequence Models

Technologies: Python, TensorFlow, Keras, Pandas, NumPy, Matplotlib

## MuleSoft - MuleSoft Certified Developer - Integration and API Associate

Certificate Issued 2017 (2 years validity)

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# References

*"[Jonathan Demers] is a strong lead who takes full ownership and able to effectively and efficiently communicate to different levels. Jonathan has strong technical background that helps him provide options to technical and delivery problems. I recommend Jonathan and I hope to have a chance to work with him again."*

– George Gouel, Senior manager, Delivery & partner management at TD

*"[Jonathan Demers] really help us to deliver multiples projects under his excellent technical and strong delivery skills. He also imposed himself as versatile around whole development reality, technical issues, infrastructure design and configuration. I strongly recommend Jonathan [...]"*

– Guillaume Roberge, Senior Manager, Software Development at TD

*"Jonathan is efficient, competent and has an excellent knowledge of architecture, design, development and the Java language. He is a key player and person to have on your major project."*

– Aiman Sawan, Founder at Butor

*"Jonathan is a quick learner that adapted very well to our work environment. I recommend Jonathan on every team that have challenging problems to solve or critical system to deliver."*

– Tony Bussieres, Chief Technology Officer, Big Data specialist & Co-founder at TickSmith