



SWANN LE VIGOUROUX

CTO • Team & Product Builder

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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 **10 engineers** (8 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 NotionGitLab 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

Lead Developer / Project Lead

 CMA CGM

Feb 2016 – Oct 2018

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

 ANYWARE VIDEO

Oct 2009 – Jul 2012

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

 INDEPENDENT CONSULTANT

Jun 2015 – Jul 2016

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

 UNION ADVERTISING

Jul 2014 – Jun 2015

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

Oct 2012 – Jun 2014

 UNION ADVERTISING

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