André Collin (he/him)

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Summary

Engineering leader with a track record of building high-performing teams, driving technical excellence, and delivering impactful solutions.
Passionate about fostering collaboration, accountability, and adaptability to achieve business goals.

Work History

Software Engineering Manager

Attic Projects, San Diego
Remote - 08/2024 to 01/2025

- Defined strategic roadmaps for migrating from Buildertrend to Salesforce and implementing an LMS for company-wide training.
- Led product research and vendor evaluation, selecting an LMS that aligned with training needs and scalability.
- Optimized engineering workflows by refining processes in Slack, Jira, and Confluence, improving communication and execution.
- Ensured stakeholder alignment, managing project goals, deliverables, and execution to meet business needs.

Stack includes: React, Typescript, NextJS, AWS, Redis, GitHub Actions, Playwright, Jira and Confluence administration, Salesforce, Docusign, LearnUpon LMS,

Notable accomplishments

- Developed two detailed strategic roadmaps with milestones, epics, and technical tickets for Salesforce migration and LearnUpon LMS implementation.
- Negotiated vendor contracts, reducing operational costs while securing long-term scalability.

Manager, Software Engineering | Digital team

Ecobee, Toronto
Remote - 02/2022 to 07/2024

- Built and led a high-performing engineering team, recruiting and mentoring top talent to drive innovation.
- Aligned engineering initiatives with company strategy by working with senior leadership, assessing feasibility, and setting realistic project timelines.
- Improved team performance through structured 1:1s, actionable feedback, and career development plans.
- Established a culture of collaboration, trust, and accountability, ensuring alignment with company values.
- Drove process improvements, optimizing sprint planning, retrospectives, and code reviews for efficiency.
- Championed quality assurance by implementing a structured bug management and incident response process.
- Tracked key engineering metrics (cycle time, release frequency, time to recovery) to identify bottlenecks and optimize workflows.
- Ensured comprehensive documentation, improving knowledge sharing and onboarding efficiency.

Stack includes React, Typescript, GatsbyJS, CSS-in-JS, CSS, NextJS, AWS, Google Cloud Platform, Google Tag Manager, Shopify, Chargebee, Jenkins, pally CLI, Github Actions, CircleCI

Notable accomplishments

- Led the integration of a new product offering, combining hardware purchases and subscriptions. Worked closely with Procurement, Business Systems, Customer Support, Finance, and Mobile Development to ensure a seamless rollout.
- Mentored a senior backend developer into an Associate Engineering Manager, preparing them for a successful transition into an Engineering Manager role.

Software Development Manager | Front-End and UI

Postmedia Network, Toronto
Office/Remote - 02/2019 to 02/2022

- Designed and implemented a new front-end platform supporting 100+ websites, improving scalability and brand consistency.
- Developed a high-performance ad script, optimizing ad server calls and boosting revenue by millions annually.
- Hired and mentored a team of 15 front-end engineers, fostering a collaborative and high-performing environment.
- Drove adoption of TypeScript, enhancing code quality and maintainability.

Stack includes: JavaScript, Typescript, Webpack, CSS, SCSS, HTML, Python, Django, Kubernetes, GitHub, Jenkins, Google Ads, Header bidding, PrebidJS

- Built and launched a scalable front-end platform, ensuring seamless branding across all company websites while hiring and leading a strong engineering team.
- Developed a revenue-boosting ad script, optimizing ad server performance and targeted display, driving Postmedia's digital transformation.

Senior Front-End Developer

City of Toronto, Toronto
Office - 07/2017 to 01/2019

- Led cross-functional teams to develop accessible, user-centric web applications, improving public service efficiency.
- Ensured compliance with AODA accessibility standards, making city services more inclusive and user-friendly.
- Developed multiple interactive mapping applications, enhancing public access to real-time city data.

Stack includes: WordPress, JavaScript, Webpack, NodeJS, ArcGIS, Leaflet, CSS, SCSS, HTML

Notable accomplishments

- Designed and built PlowTO, a real-time map application displaying live snowplow locations, improving winter road service transparency.

Additional experience details available on my LinkedIn profile

Key Skills & Qualifications

✅ Strategic Leadership
Aligns engineering efforts with business goals, drives technical strategy, and builds high-performing teams.

✅ Product & Agile Management
Experienced in Agile methodologies (Scrum, Kanban), roadmap planning, and vendor management.

✅ Technical Expertise
Deep knowledge of React, TypeScript, JavaScript, Next.js, Gatsby, and modern front-end architectures.

✅ DevOps & Quality Assurance
Implements CI/CD workflows, automated testing (Playwright, unit tests), and scalable infrastructure solutions.

✅ Cloud & Infrastructure
Proficient in AWS, Google Cloud Platform, Kubernetes, Terraform, and cloud-based engineering practices.

✅ Cultural Leadership
Fosters an inclusive, collaborative, and growth-oriented team culture. Promotes transparency, accountability, and continuous learning.

✅ Cross-Functional Collaboration
Works effectively with executives, product managers, designers, and engineers to deliver high-impact solutions.

✅ Operational Excellence
Streamlines engineering workflows, optimizes team efficiency, and drives process improvements.

Education

Université Denis Diderot, Paris
DEUG (equivalent to a Bachelor of Science) – Life & Natural Sciences

Language

English (bilingual), French (native), Spanish (basic)