Andre Collin (he/him)

Collaborative Software Engineering Manager

Location

Remote from Bath, Ontario
Hybrid in Toronto, Ottawa or Montreal

Contact

andrecollin.toronto@gmail.com
+1 647 964 9779
https://linkedin.com/in/andrecollin

Professional Experience

Ecobee, Toronto - Remote
Manager, Engineering - Digital team, February 2022 - Present
Spearheaded team transformations and led high-impact initiatives that enhanced digital interfaces and user experiences through innovation and technical excellence.
Cultivated a culture of collaboration by coordinating cross-functional teams, driving alignment with company goals, and ensuring timely delivery of digital projects

Postmedia Network, Toronto - In Office and Remote
Software Development Manager, Front-End and User Interface, February 2019 - February 2022
Designed and implemented a new front-end platform supporting over 100 websites, driving scalability and brand consistency. Developed an innovative ad script optimizing ad server performance and generating multimillion-dollar annual revenue, significantly enhancing Postmedia's digital transformation. Led team revitalization efforts, filling critical positions and fostering a high-performing, collaborative environment.

City of Toronto, Toronto - In Office
Senior Front-End Developer July 2017 - January 2019
Directed cross-functional teams to deliver accessible, user-centric web applications, improving public service efficiency and engagement..
Championed compliance with web accessibility standards (AODA), ensuring equitable access to city services

The Globe and Mail, Toronto - In Office
Senior Front-End Developer - Scrum coach, January 2014 - August 2016
Oversaw the development of web applications and served as Scrum Master, enhancing team agility and project delivery.

Front-end Developer from 2005 to 2013, Toronto - In Office and Remote
Refer to my LinkedIn profile for additional information on past positions

Notable Accomplishments

Team Building and Transformation

Successfully rebuilt engineering teams at Ecobee and Postmedia by recruiting and onboarding key roles, including Product Managers and Senior Directors. Achieved a 75% team renewal at Ecobee and filled 8 out of 15 critical positions at Postmedia, fostering diversity, technical expertise, and collaboration.

Innovative Front-End systems architecture

Led the design and implementation of a front-end platform supporting over 100 websites at Postmedia, enabling scalable solutions and consistent branding.
Pioneered the adoption of component-driven development at Ecobee using GatsbyJS, Contentful, and Shopify, streamlining development workflows and enhancing user experiences.

Ad Revenue Transformation Leader

Developed a groundbreaking ad script at Postmedia that optimized ad server calls and targeted display based on user profiles, generating multi-million dollars in annual revenue. This key innovation was pivotal in transforming Postmedia from a traditional newspaper to a digital news leader.

Vendor Management and Cost Efficiency

Negotiated strategic vendor contracts that significantly reduced operational costs while maintaining service quality, resulting in improved financial efficiency across multiple projects.

Cross-Functional Collaboration

Partnered with diverse teams including Procurement, Business Systems, Customer Support, Finance, and Mobile Development to achieve seamless integration of digital products. Leveraged cross-functional expertise to align objectives, resolve roadblocks, and deliver cohesive solutions that met user needs and business goals. Championed open communication and shared accountability, fostering a collaborative culture that drove successful outcomes.

Key Qualifications

Strategic Leadership

Adept at setting a clear technical vision and aligning project outcomes with overarching business goals. Skilled in guiding large, cross-functional engineering teams to drive innovation and efficiency.

Technical Expertise

Proficient in modern software development practices, including JavaScript frameworks, CI/CD workflows, and Git. Experienced with scalable digital solutions and advanced cloud technologies (AWS, GCP), containerization (Docker, Kubernetes), and infrastructure-as-code (Terraform).

Operational Excellence

Proven ability to optimize engineering processes and reduce costs through strategic infrastructure improvements and vendor contract management.

Team Development

Passionate about mentoring and coaching engineers to foster professional growth and build cohesive, high-performing teams. Committed to creating a culture of continuous improvement and collaboration.

Cultural Leadership

Dedicated to cultivating an inclusive and innovative workplace environment that encourages creativity and accountability. Recognized for driving team morale and delivering superior project outcomes.

Selected Skills

- ★ Teaching, coaching, and mentoring
- ★ Collaborative and transparent technical leadership
- ★ OKRs and product roadmap management
- ★ Agile methodologies
- ★ Empathy and emotional intelligence
- ★ Vendor management
- ★ Cross-functional collaboration

- ★ Conflict resolution
- ★ Stakeholder communication
- ★ Resource planning
- ★ Strong understanding of modern front-end technologies
- ★ Experienced in modern DevOps practices (CI/CD, unit testing, e2e tests)
- ★ Web accessibility and AODA compliance