


# Xavier Delannoy

(Hands on) VP Engineering, Engineering Manager, Lead Senior Dev

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## Technical & soft Skills

OS: Unix/Linux, MacOS X  
Coding: **Golang, Python**, C, javascript (jquery, nodejs).  
Dev tools: Git, JIRA, Gitlab, Gitlab CI  
Virtualization: **Docker**, K8s  
DataBase: SQL, NoSQL, redis, mongo, timeseries DB, elastic ...  
Software: Office tools  
Management: **distributed teams**, manage complex project, **problem solver**, leadership, rigorous, synthetic mind, autonomous

## Experiences

2022 - now: **VP or Core Technologies** [Vade](#)

- Lead a team of senior engineers
- Technical Focus on Internet Service Providers solutions and products. Performance / scalability. Products have to handle more than 50M emails per day
- Create new products/features for the market
- Cross-Functionnal coordination: Collaborate with infrastructure, support, product, pre-sales teams

2016 - 2022: **VP Engineering** [Vade](#)

- Build and structure the engineering team from 10 to 35 engineers
- Put in place the development process, methodology and best practice
- ISO27001 certified, without any minor issue and remark. Worked closely with the CISO
- switch from a monolytic app in JAVA to a microservice architecture in Golang
- think API first (RESTful)
- put security in development
- CI/CD (argocd, k8s)
- move from Virtual machines to docker / k8S
- Cross-Functionnal coordination: Colloborate with infrastructure, support, product, pre-sales teams
- define the Software Development Life Cycle

2016 - 2016: **QA Manager**

- lead a team of QA Engineer
- migrate from svn to git
- start to put some process in place, like: correct use of JIRA, triage meetings ...

2011 - 2016: **Senior Software & Test Engineer**, [Cloudmark](#)

Wrote a test automation framework from scratch in python which is able to configure Cloudmark Security Platform, inject messages in various protocol (SMTP, Diameter, COPS, MM1, SMPP, DNS ...), run tests in parallel on different hosts (VMware/Docker support). Developed a web frontend for the framework (search tests & results, test history ...) Help the engineering team (Dev and QA) about automation. Conitunous integration with Jenkins/Buildbot Investigate on bug issue

2007 - 2009: **QA engineer leader**, [Bizanga](#)

I was in charge of the QA. Manage a team of 3 engineers. Investigated on critical issues raised by the support team.

2002 - 2007: **R&D engineer**, [Netasq](#)

R&D Engineer. Developed various part of the firewall, and responsible of the NetasqShield project (CrossPlatform firewall)

## Education

1999 - 2002: Ecole internationale des Sciences du Traitement de l'Information

1996 - 1999: PCSI/PC\* Henri Wallon, Valenciennes

## Recommendations

- **Severin Walker**, M3aawg Board Member, Director of Product and Technical Services (ISP) at Vade

"Xavier and I worked together on multiple projects. I was very impressed with his ability to envision marketable product features and ideas, and either single-handedly or lead a team of developers to delivery the results efficiently. He was also very skilled in assisting the end-users with deployment and troubleshooting of their specific instances. His background lends itself to being adaptable to many development lifecycle types as well."

- **Olivier Szika**, Software Technical Architect at Vade

"I really appreciate having Xavier as my manager since 8 years. He gave me his confidence and allowed me to grow a lot at Vade. Even if he has very good knowledge and references, he remains open-minded to other proposals. Our technical exchanges are very constructive and we have always been able to converge towards the best solution. He has greatly improved the viability of many projects at different levels: continuous integration, technical decisions, implementations, testing, packaging, infrastructure, ... He is a hard worker who does not hesitate to look at what is happening under the hood. I am lucky to work with him."

- **Damien Alexandre**, Solution Architect at Vade

"Xavier is the good person to bring the latest technologies and software architecture into your company. With his strong expertise and transversal knowledge, I've seen complex projects being brought to life in a matter of weeks. I also liked very much technical discussion with him, as debating would often lead to better feature and/or performances."

- **Jean-Francois LAHITETTE**, Director of Quality & Application Integration, Bizanga, managed Xavier at bizanga

"Xavier has a lot of great qualities. He is hands on and great manager at the same time. If Xavier was not working in France I will hire him here in the US. He is a hard worker, do not count the number of hours he will add to the day to be successful. He has a huge experience with Open sources, quality process and able to debug and add new piece of code to any programs developed by engineers. I miss a lot Xavier, he is a great competitor and easy to work with. Xavier is repected a lot because he can understand faster than anybody else a new design and share his knowledge quickly with the team. He is a great team player."

- **Jay Gopalakrishnan**, Staff Engineer, Goodmail Systems, was with another company when working with Xavier at bizanga

"Xavier lead the technical efforts of Goodmail-Bizanga integration and did a superb job. He was highly responsive, diligent and an absolute pleasure to work with."

- **Marc Villemade**, Customer Solutions Engineer, Bizanga, worked with Xavier at bizanga

"I was lucky to work with Xavier at Bizanga Labs where I've been able to appreciate his high level of commitment to the product, the company and the team. He knows his craft as an engineer, quickly delving deep into the product, knowing its most intricate parts by heart. He is also a very talented QA engineer able to set up very precious validation processes previously inexistant, adding to the value of the product thru a dramatic increase in quality. Finally, he is a good leader knowing how and when to delegate and how to manage the resources at hand in the most efficient manner. I would add that I've also enjoyed Xavier's cheerful and friendly attitude both on and off work. A real great addition to any development team !"

- **Reginald Lips**, Lead Automation Engineer, Cloudmark, worked directly with Xavier at Cloudmark

"Xavier has made a tremendous impact at Cloudmark by developing a Test Automation Framework for Cloudmark Security Platform. He's been handling the whole development process of this framework which is now fully productized. Xavier made it possible to test the product from A to Z, with tons of metrics: coverage, performance, reporting, network dump and so on. Xavier is also a Python Master and has a deep knowledge of tools for development and testing. He's a great team player, always got our backs to debug some tricky tests or add last minute features!"

- **Steven Kisely**, Software Development Engineer in Test at CloudPassage, worked directly with Xavier at Cloudmark

"I had the pleasure of working with Xavier while at Cloudmark. Xavier built and managed the entire automation framework from launching tests all the way up to the Continuous Integration with Jenkins. Not only did it work but it was able to scale up to running against dozens of systems and multiple Operating Systems. Whoever Xavier works for will be lucky to have him."

## contact

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