

JULIEN LANCELOT **Engineering Manager**

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French

45 years old in/julienlancelot

julienlancelot.github.io

SKILLS

Agile Software Development **Team Coaching Facilitation** Creative Problem Solving Java Development

EDUCATION

Master in Computer Science

Université Savoie Mont Blanc

2007

CERTIFICATION & TRAININGS

Palo Alto's Strategic Systems Approach Level 1

Olivier Millet 2023

Nonviolent Communication Level 1 & 2

CNV Suisse 2021

Functional Programming Principles in Scala

FPFI 2013

Certified Scrum Master

Scrum Alliance 2009

Certification Sun Java Programmer 5.0

Sun 2008

ABOUT ME

I thrive on helping people solve their problems—any kind of problem.

With 13 years of experience as a software engineer in Agile environments and 4 years as a team coach, I've developed the ability to break down complex issues, prioritize value-driven solutions, organize workshops, deliver training, and foster collaboration to achieve greater outcomes than the sum of individual efforts.

My passion for Palo Alto's Systemic Approach, cultivated over the last 2 years, has enhanced my ability to see challenges from a broader perspective. I focus on actionable solutions rather than dwelling on the origins of problems, enabling quicker and more effective outcomes.

EXPERIENCES

Engineering Manager (S) Sonar



Feb 2025 - now

Responsibilities

- Facilitate a high-performing environment by removing obstacles, streamlining daily workflows, and ensuring the team can consistently deliver SonarQube onpremise solutions
- Serve as the primary point of contact for cross-team requests, coordinating with other squads to align objectives and priorities
- Support individual growth through coaching, mentoring, and career development initiatives
- · Communicate delivery progress and quality metrics to stakeholders, maintaining transparency on release readiness and overall team performance

Team Coach & Facilitator 🎒 Sonar



Jan 2021 - Jan 2025

Responsibilities

- · Support teams in defining missions, setting objectives, and establishing decisionmaking autonomy
- · Design and implement workshops to ensure effective team practices and continuous improvement
- · Facilitate retrospectives, brainstorming sessions, and conflict resolution
- · Design and implement workshops to foster strengths-based collaboration

Achievements

- · Supported teams in developing leadership models that foster growth and maintain self-organization
- · Designed feedback training based on Nonviolent Communication and drove adoption of Leapsome for streamlined individual and team feedback loops
- · Defined Agile way of working for company-wide adoption
- · Launched a facilitator community across the company, enhancing knowledge sharing and effective meeting practices<
- Provided one-on-one coaching to team members and other stakeholders, helping them embrace agile principles

Impact

- · Increased team productivity and alignment by ensuring 50% of teams conduct retrospectives at least every quarter
- Improved team dynamics and increased employee engagement by training 250 people to deliver individual feedback, fostering a more supportive work environment
- Enhanced employee growth, increased performance, and greater alignment with company goals by facilitating the delivery of 1,800 individual feedback items, contributing to overall productivity gains
- Improved collaboration, better utilization of individual strengths, and increased overall team efficiency by conducting Gallup StrengthsFinder workshops with 10 teams actively participating and applying insights

LANGUAGES

French

English

INTERESTS









Lead Developer 🎒 Sonar

Responsibilities

- · Defined team objectives and priorities in collaboration with leadership
- Ensured timely delivery of SonarQube releases with high-quality standards
- · Empowered team members to take on new roles and responsibilities, including community engagement, release management, hiring, and QA gardening, fostering a culture of growth and ownership
- · Led and improved the hiring process, from CV screening to technical interviews and follow-ups, ensuring efficiency and a positive candidate experience
- · Built web services for user management, dashboards, and authentication while improving database migrations for seamless and efficient data handling

Achievements

- · Successfully managed 60 product releases, including 20 SonarQube versions, ensuring timely delivery and maintaining high-quality standards
- · Promoted best practices in coding, reducing technical debt and improving quality assurance

Impact

- Reduced technical debt by 20% and increased code coverage to reach 85%, improving the maintainability of SonarQube
- · Enhanced user satisfaction and product trust by resolving 110 issues and responding to 600 topics on the community forum, demonstrating a commitment to exceptional support and engagement
- Improved team delivery consistency by 20%, leading to faster and more predictable release cycles

Java Developer 🎒 Sonar



Nov 2012 - Aug 2017

Sep 2017 - Dec 2020

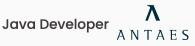
Developing, from maintenance to development of new features (specification, implementation, testing, validation), of the SonarQube project.

Responsibilities

- · Spearheaded development of features for SonarQube using Agile methodologies
- · Conducted unit and integration testing and participated in code reviews
- Ensured high-performance SQL functionality across supported databases
- · Resolved issues from the Community and Customer Support, ensuring timely solutions and enhancing user satisfaction

Achievements

- · Led a successful migration from Rails to Java, including database and web service enhancements
- · Introduced medium tests for quicker feedback loops



Aug 2010 - Oct 2012

- · Adopted Agile principles (Scrum) for the nBDS project to improve collaboration among stakeholders
- · Promoted testing best practices (JUnit, Hamcrest, Sonar) to raise code quality and maintainability
- · Streamlined release processes using Maven, optimizing CI with Hudson

Java Developer Swissquote



Oct 2009 - Jul 2010

- · Developed features for a new forex trading platform and improved existing systems
- · Integrated Selenium for automated testing to reinforce quality

Software Developer **(4)** hortis



Nov 2007 - Sep 2009

- Developed features for the open-source project "Sonar" and contributed to key modules like PHP analysis and PL/SQL duplication detection
- · Designed Talend components and JIRA plugins