JULIEN LANCELOT

Engineering Manager

✉ cv@julienlancelot.me

🌐 French

📅 45 years old

in 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

EPFL   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 Sonar   Feb 2025 - now

Responsibilities

- Facilitate a high-performing environment by removing obstacles, streamlining daily workflows, and ensuring the team can consistently deliver SonarQube on-premise 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 decision-making 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

Lead Developer Sonar
Sep 2017 - Dec 2020

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

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

Java Developer
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 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