



JULIEN LANCELOT

Team Coach | Facilitator

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- French
- 45 years old
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S K I L L S

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

E D U C A T I O N

- Master in Computer Science
Université Savoie Mont Blanc) 2007

C E R T I F I C A T I O N & T R A I N I N G S

- Palo Alto's Strategic Systems Approach Level 1
Olivier Millet 2023
- Nonviolent Communication Level 1 & 2
CNV Suisse 2021
- Functional Programming Principles in Scala
Coursera 2013
- Certification Sun Java Programmer 5.0
Sun 2008
- Certified Scrum Master
Scrum Alliance 2009

A B O U T M E

What I like to most, is to help people solving a problem. Any kind of problem.

My experience as software engineer, for 13 years, working in an Agile environment gave me tools to cut big problems into smaller ones, move toward the objective one step at a time, and keep my eyes focused on producing what bring the most value to users.

My experience as Team Coach, since 4 years, offers me ability to organize workshops, trainings and develop relationship between people to make the "1+1=3" concept a reality in everyday and everyone's life.

My passion for the Palo Alto's Systemic Approach, since 2 years, grant me the ability to better understand human complexity, by seeing problems from the higher picture, and focusing more on how to solve problems rather than spending time understanding why the problem exists.

E X P E R I E N C E S

Team Coach & Facilitator Sonar

Jan 2021 - now

My mission is to help groups of people (team, squad, bubble, circle, guild, council) to become more effective (work on the right thing), efficient (working the right way), and resilient (able to successfully deal with change).

Responsibilities

- Facilitate team meetings: retrospectives, brainstorming sessions and conflict resolution
- Provide training to teams
- Support teams in applying Agile principles:
 - Clarifying mission and/or objectives of the team
 - Making sure the team have a shared and common way of tracking their objectives and their tasks
 - Making sure all ceremonies (stand-up, weekly, retrospectives) are in place, and efficient
 - Making sure the team has the ability to make decisions autonomously and to update their process without using consensus
- Share insights from annual survey result to teams and provide guidance on how to improve their dynamics

Main achievements

- Design a Feedback training based on Nonviolent Communication
- Define the SonarSource's Agile way of working for every team, inspired by what has been done in development teams
- Establish Leapsome as the one-tool to deliver individual feedback across the company
- Design a Strengths workshop based on Gallup StrengthsFinder
- Help some teams to develop new leadership models that support team's growth while staying self-organized
- Creating a Facilitator Community to support facilitating meetings across the company

Impact

- 50% of the teams are doing team retrospectives at least every quarter
- 250 people have been trained to deliver individual feedback using Nonviolent Communication
- 1800 individual feedback have been delivered using Leapsome
- 10 teams participated in the Gallup Strengths workshop

L A N G U A G E S

French	★★★★★
English	★★★★★

I N T E R E S T S

 Photo	 Reading	 Swimming
 Piano		

Lead Developer Sonar

Sep 2017 – Dec 2020

On top of developing features for the SonarQube and SonarCloud projects, I'm contributing on keeping our self-organized team on track with the growing challenge of supporting more and more users. I was leading the following technical topics: authentication, user management, and web services API.

Responsibilities

- Defining team objectives & priorities, in collaboration with CEO, Product Managers and squad members
- Making sure each SonarQube version will be delivered on time, raising the hand as early as possible if any issue is encountered
- Making sure development good practices are in place to: keep code readable, reduce technical debts, prevent regression with QA
- Point of contact with the team's stakeholders: CEO, Community & commercial support, UX
- Hiring : CV screening, interviews and, choosing the mentor
- Onboarding new team members
- Supporting growth of the teammates, encouraging them to take new roles and responsibilities inside the team
- Having tough conversation with underperforming team members

Java Developer Sonar

Nov 2012 – Aug 2017

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

Responsibilities

- Developing features using the Agile methodology using Kanban, Sprints, and Retrospectives
- Implementing unit and integration tests, and participating to code reviews, by doing technical and functional validation
- Designing and leading sprints in collaboration with the Product Managers
- Support users in solving their issues and listening to their feedback, using the community support
- Making sure CI/CD pipeline is always green
- Making sure SQL performances of SonarQube remains stable across releases on all supported database (MySQL, PostgreSQL, MsSQL, Oracle)

Main achievements

- Migrating from Rails to Java (database migration, authentication, and web services)
- Putting in a place a new way of doing integration tests, called medium tests, to get quick feedback without needing to execute a long integration test process

Java Developer

Aug 2010 – Oct 2012

Developing, from maintenance to development of new features, of the nBDS project, a web application used to administrate Geneva schools.

Main achievements

- Promote usage of unit tests (JUnit / Hamcrest / Mockito) by providing trainings
- Promote usage of Sonar to improve the maintainability of the project
- Improve continuous integration with Hudson by adding check on unit tests
- Simplify release process with Maven (use of multi modules feature, add plugins management in root project, remove manual operation)
- Simplify source code with the usage of Apache Commons and Guava

Java Developer  Swissquote

Oct 2009 – Jul 2010

Developing new features on a new forex trading platform project.

Developing new features on existing customer signup application, introducing integration tests using Selenium.

Software Developer  hortis

Nov 2007 – Sep 2009

Developing, from maintenance to development of new features on the open source project « Sonar », a continuous quality control tool for Java applications

Responsibilities

- Fullstack development, from SQL migrations and Java backend to Rails frontend
- Using integration tests with Selenium tests to prevent regressions

Main achievements

- Created the first version of the plugin which analyze PHP source code projects
- Put in place duplication axis for PL/SQL language
- Develop some reporting charts using JFreeChart
- Set-up web authentication