Software Community
Application Form – 2013 Call

Applicant's information

Last Name	CIAIS
First Name	Julien
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Phone number	04 37 44 50 98
Classification[1]	E
Division (IMT, OBS, AMEA, …)	DSIF
Entity	DevRap
Country	France
Location	Lyon

Explain in one sentence your current activity and position

Technical leader and support on web projects

Experience and skills

How many years of experience have you devoted to Software activities ?	11 years
How much time have you devoted to Software in the last 3 years (in % of your time)	100%
What actions have you undertaken to develop your skills?	Training, Technology watch (JUG, MixIT, …), Coding Dojos, Strengthening on web projects

Domain Expertise

Please rate (1=little knowledge; 5=top-class expert) your expertise in the following software domains (and add other domains as needed).

Embedded, real-time software	1		Middleware	3
Mobile applications	2		Databases, big data	3
Web applications	5		Business Intelligence	0
Enterprise server applications	4		Rule engines, MDA	2

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[1] For civil servants: grade (e.g. 4.2) ; for people under private law management : level (e.g. E).

Please rate (1=little knowledge; 5=top-class expert) your expertise in the following software domains (and add other domains as needed).

Desktop applications	4
Integration, validation, operation; Devops	4
Agile methodologies	4

Top achievements

Within 1 to 3 pages, please describe your three main achievements related to Software (e.g., internal projects, product launches, surveys, coordination, education, papers and communications, etc.) that best illustrate your expertise. Please specify the context (date and project, upon request or by own initiative), and your specific role.
Please avoid bullet points or duplicating your resume.

LINA : agile project (Orange , 03/2012 – 07/2013, 17 months)
In the CRM-enterprise domain, we developed a web portal and CRM light in order to aggregate the tools of the community. This project is the central node for over 40 partner's applications and allows communication between them by URL, WebService and Javascript messaging. The business process is implemented by a workflow/rule engine.
My role was to develop the software architecture, oversee and support the team (4-5 developers), in technical and agility domain. We made with agile methodology (two weeks sprints) and supported the project owner team.
Note: I built a mobile prototype with HTML5, KineticJS, AngularJS and Bootstrap/LESS.
technical features :
    Server : PHP Zend, N-tier architecture (MVC, Service, DAO), injection dependency, ezWorkflow, Doctrine (ORM)
    Client : RIA with CanJS (javascript framework MVC) and jQuery
    Other : Continuous Integration Jenkins, Unit Test

Concerto: agile project (Orange , 07/2011 - 02/2012, 8 months)
In the CRM-enterprise domain, we developed a RIA application (Flex) for sale actors. The purpose of this project was to optimize the time to build the complex business offers (BETLU). The application must simplify the BETLU development by allowing to follow the business process and to generate various documents.
My role was to develop the software architecture within a team of 4-5 developers and to provide the agility methodology to the project owner team and final users.
technical features :
    Server : JEE, Spring, Hibernate, generate documents (template : jXls, rtf, pdf)
    Client : Flex
    Other : Continuous Integration Hudson/SONAR, Unit Test

Hewis project (Areva, 07/2009 – 07/2010, 12 months)
In the nuclear domain, Areva made a rebuild of IT System for factories which produce components for nuclear power plants. The quality code was a major focus, with two teams to manage: 30 developers in France and 30 developers in Russia. Areva wanted to trace the changes in the technical specifications to the code and demonstrate the impact of any changes.
My role was to be a technical leader on communication interface (WS, JMS, ESB), a quality supervisor (develop specific tools to detect impacts and dependencies into the 900 screens, between specifications and code) and to support teams.
technical features :
    Server : JEE, JMS, WS, Sonic ESB, Spring, iBatis, Oracle
    Other : Continuous Integration CruiseControl, Unit Test

What are the most important aspects in a good Software according to you ?

Please provide your vision of Software? (10 lines min)

A "good" software must be able to answer several questions:

Does the software is maintainable and evolutionary?
The development time and maintenance has a ratio of 20/80 and involved teams are not always the same. So, it is important for software sustainability to have an optimal level of maintainability. According to this purpose, a design based on design patterns and frameworks must be set up early in the project. The phases of refactoring will also be expected for each step of the project.

Am I able to trace the evolutions, their impacts and detect regressions?
It is important to control the impact of code changes. Continuous integration is an essential component of any IT project, providing consistency of developments, guarantee on non-regressions (unit tests) and metric tools to control the quality of the code (unit test coverage, Source Control Analysis).

In summary, a robust design based on design patterns, frameworks and continuous integration are a necessary basis for any software. However, these concepts will be nothing if the whole team is not convinced by it. It will also require an agile project organization, and XP practices, to share and to raise the competence of the team members.

What are the most important issues for Orange to be successful in dealing with Software in 2020?

Please provide your vision of Software? (10 lines min)

The only way to have a career progression for a developer is to move to another job (project manager, business owner) so far. Orange must recognize the technical skills which are complementary to project management: a ship without pilot drifts. A ship without engine does not move.
In this purpose, we need to have a career in technical sector: junior, senior, expert. Recognition is a strong engine to encourage people to engage and remain in this sector. This is a major focus.
Orange should promote an internal training policy, with an active community and the use of social networks (Plazza, GitHub …) in order to raise people skills.

On the project side, we should promote the agile methodology (scrum, XP). The agility isn't only a marketing argument. Three dispositions must be elaborated: an organization (convince decision makers), a mindset (more customer involvement), an environment (removing constraints, simplify). An agile project is more able to answer to client needs than a "V-cycle" project and create a strong dynamic to the involved team.

The project plan should include phases to test advanced solutions (JavaScript RIA, Cloud issues …). These advanced solutions could be proposed by the expert community. In that purpose, the community should engage itself on complex project to support the software architecture. This unit should be more than a competence center, with a strong implication into the project.

Finally, we have three axis :
- define a real career in technical sector (junior, senior, expert), with training and an active community
- promote the agile methodology
- have an expert unit to support complex project

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Please illustrate the following Software-related abilities with concrete examples (if any).

Abilities	concrete project examples & experiences
Design code that solves complex problems	Orange – concerto/lina : Rules engines, workflow, complex communication between applications
Design complex software architectures	Orange - lina : CRM with workflow that designs complex business process. Specific design into client with CanJS/Zend
Write high quality software	AREVA - GPAO (nuclear domain) : specific tools to prove impacts between specification document and code (Caliber & Spring), communication between multiple tools (JMS, WS, ESB)
Deploy and operate complex applications	DevOps : close collaboration with operators (DESI), monitoring of production operations and automation installations
Implement software engineering methodologies	All projects : Design pattern, Unit Test, Continuous integration, agility, XP

Please illustrate the following professionnal abilities with concrete examples (if any).

Abilities	concrete project examples & experiences
Lead studies and expertise missions	Orange – lina : technical leader AREVA – GPAO : technical support, quality supervisor (France and Russian teams)
Support Business: advise validate, resolve	Orange – Concerto : support to design the IS part of complex offer BETLU
"Watch technology", innovate and capitalise	Orange – lina/sisif : Implements MVC Javascript frameworks (CanJS, AngularJS), HTML5, Javascript messaging
Pass on experience and knowledge	Areva / orange : technical support for team DevRap : technical presentations (Java/PHP, Continuous Integration) DSIF community : presentation "feedback AngularJS" Coding Dojos
Maintain a strong professional network	Attend IT conference (Devoxx, MixIT, LyonJUG)
Represent the company	

Please illustrate the following behavioral skills with concrete examples (if any).

Behavioural skills	concrete project examples & experiences
Communication	Orange-lina/sisif : manage partners to integrate the portal (over 40) Advice to the project owner Convince to invest in a technical choice (CanJS / AngularJS)
Working in a team and across organisation	AREVA : Supervisor quality two teams 30 France / 30 Russia Orange - lina : Agile project with multiple partners (cross domain)
Innovation	Orange lina/sisif : CanJS / AngularJS
English	AREVA : quality supervisor for Russian team
Being strategy-oriented	
Leadership, influencing skills	Orange : Use MVC javascript framework

Motivation

What is your motivation in participating in the Software Community? (5 to 10 lines)

My main motivations to integrate this community are to :
- learn and share technical knowledge contributing to the community, participating and leading conferences/presentations
- participate in key projects and help find solutions to complex problems
- propose innovative actions
- develop the agility

I hope to promote the developer job and convince its strategic aspect for Orange. Mastering the developer job is also mastering the Information System. From this point of view, it is "vital" for Orange.

Contribution

Do you commit to regularly contribute to the technical production and seminars of the community, if selected?

Of course.
I have already presented topics: "Java/PHP, what kind of project", "Continuous Integration". I have to present our feedback on AngularJS and I should propose a « Bootstrap theme » Orange.

In this context, I hope to participate to the technical production and spread knowledge.

Date: 14/10/2013

Signature (*mandatory*)

Manager's appraisal

Manager's Last Name	Jarillot
Manager's First Name	Jean-Eric
Email	Jeaneric.jarillot@orange.com
Phone number	+33 673203287
HR's Last Name	Gadeyne
HR's First Name	Anne

Do you support the applicant's candidature? Please explain your choice.

Yes, I strongly recommend Julien as an Orange Expert.
Indeed, Julien represents a perfect synthesis between
- strong, large and recognized technical skills in software development
- pragmatism because the analyzed solutions are validated through delivered software to a customer
- ability to explain and convince early adopters
- collective progression involvement

In your opinion, what are the strengths and areas for development of the applicant regarding its contribution to the Software community?

Strengths :	Areas for development:
− JEE frameworks − Presentation layers frameworks − −	− Advanced Javascript development − − −

Which opportunities are you identifying for your entity in the potential admission of the candidate in the Software Community?

Recognition of the importance of software developers therefore a strong source of motivation (and pride) for most of them in the entity for skills improvement. Indeed the entity is a development one (rapid development).

Would you agree to provide the applicant with the means* to actively contribute to the Community during the next 3 years? (Expected involvement is 20 person*days per year on average).

Of course.

In supporting the applicant, do you agree to follow up his/her contribution to the Community as a specific activity during the annual appraisal in relationship with the Community Orange Referent Expert?

Yes

Date: 14/10/2013
Signature (*mandatory*):

* The Orange expert is an active member of his/her community and therefore:
- *is appointed for a period of 3 years, which may be renewed by submitting a new application*
- *dedicates roughly 10% of his/her working hours to the community,*
- *is able to attend to seminars once or twice a year, in countries where the Group is present*
- *remains affiliated with their current entity,*
- *benefits from specific recognition programme (promotion, bonus, training), locally implemented, on Orange expert referent proposal and with managerial line agreement*

Nota: the Form must be mandatorily signed and eventually scanned by both the Applicant and the Manager.

Join the Software community !