Pascal Grange, PhD

Engineering Manager - Senior Backend Engineer - Extreme Programmer

I lead teams with a lean management approach, focusing on continuous improvement, fostering people's growth, and promoting a customer-centric culture that drives performance and sustainable growth. I have experience in international and multi-cultural teams.

I regularly attend and occasionally speak in agile software-related conferences including (in French):

- *Hunting for false pretenses* — https://bit.ly/hunting_fails
- *Test Driven Development of Ansible roles* — https://bit.ly/tdd_ansible

I maintain and contribute to several open-source projects, including:

- bash unit testing enterprise edition framework for professionals: https://bit.ly/bash-unit
- risno (discontinued) real estate search engine (Javascript, Python, elasticsearch): https://bit.ly/r1sno
- soap-dust (discontinued) Java soap library (Java, xml, xslt): https://bit.ly/soap-dust

English: fluent / French: native / German: basic knowledge

Professional Background

December 2023 - present: Founder

`Keysafe`

I design a privacy-preserving age verification platform. I conduct market research, engaging with stakeholders, and building a network through outreach and recommendations.

Blind Signatures, Cashu, Rust

September 2022 - September 2023: Senior Software Engineer - Hydra

`IOG https://iohk.io`

I contributed to the development of Hydra, the layer 2 scalability solution for the Cardano blockchain. I introduced organizational tools to enhance team collaboration and performance.

Ensemble Programming, Lean practices, Haskell, state channels, security, Open Source

May 2020 - August 2022: Senior Software Engineer

`Sinch https://sinch.com`

I expanded a local SaaS product to a global solution, managing security, ensuring regulatory compliance, and reducing the total cost of ownership. I ensured the autonomy of software development teams.

I implemented a 24/7 on-call duty contract to cover all timezones. I fought against alert fatigue, identifying key critical alarms. I introduced and facilitated post-incident reviews.

facilitation, metrics, learning together, Developer eXperience, GDPR compliance, ISO-27001
AWS, terraform, Cloud Development Kit, prometheus, ops'genie, Python

March 2018 – May 2020: Chief Information Security officer

`LGO https://lgo.group/`

I built and secured Europe's leading institutional Bitcoin exchange at the time. Approx. $500.000.000 equivalent traded under my watch with no major incident.

I developed and implemented the company's security policy, conducted organization-wide training, and involved all profiles in maintaining a secure environment and ensuring compliance. I designed the 24/7 on-call duty contract.

compliance, pentest, bug-bounty, risk assessment, SEC, NYDFS, ACPR
High performance, Test driven infrastructure as code, Automated failure management
role-unit, bash_unit, ansible, packer, terraform, consul, nomad, vault, GCP, aeron cluster, raft

October 2011 – May 2018 : Manager of expert teams in web, telephony and NFC

`Orange Business Services — Orange Applications for Business`

I managed a team of engineers, driving the transformation from *everything is done manually* to a DevOps and Infrastructure-as-Code culture.

I led the development of a multi-country web authentication platform — *Mobile Connect*. I was in charge of a telephony platform processing more than 100,000 calls daily, with active replication across three geographical locations. I was accountable for the quality of service, security and profitability for the company.

I frequently managed security audits, formalized responses and followed up on countermeasures when needed.

hiring, lean-management, pair-programming, mob-programming
Mastercard certification, payshield and ncipher Hardware Security Modules
OMS Interactive Voice Response, mobile carrier networks interconnection

November 2005 — September 2011 : Software Developer

`Orange Business Services — CVF`

Leading software development projects using test-driven development (TDD), executable specifications, and continuous integration (CI). Managing partnerships and subcontractors. Writing of commercial offers.

Scrum master, subcontractor management, partnership coordination
Java, Javacard, Javascript, python, NFC, SIM card, OTA, Voice XML, FitNesse

September 1999 — August 2005 : Teacher in higher education

`ENSEIRB — Université Bordeaux 1 — IUT Bordeaux 1`

Education/training

2022 — Strategic Domain Driven Design - Maxime Sanglan-Charlier

2019 — FunAr functional architectures through practice — Arnaud Bailly and Frederic Merizen

2016 — LEAN and Operational Excellence — CUBIK Partners

2015 — Certified *ethical hacker* — EC-Council — Sysdream

2012 — Team Management — Orange campus

2013 — Neuro-Linguistic Programming Technician — L'Institut de formation PNL

2005 — Ph.D in computer science — *Distributed Systems: Transparency, Hiding, and Associated Tools*
Université Bordeaux 1, Mention Trés honorable