

# 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](https://bit.ly/hunting_fails)
- *Test Driven Development of Ansible roles* — [https://bit.ly/tdd\\_ansible](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 Très honorable