ENNACIRI Mohamed
Email: ennaciri.md@gmail.com
Tél : 07 80 78 60 15
Adresse : Issy les Moulineaux
Linkedin :
https://www.linkedin.com/in/mohamedennaciri/

Tech Lead / Architect with +14 Years of Experience

Professional Summary

I work with business teams to understand their needs and turn them into scalable, reliable solutions. From microservices and CQRS to modern cloud setups, I design architectures that stay flexible for the future.

I lead mixed teams (front-end, back-end, QA, design, ops) and make sure everyone moves together from idea to production.

I also like to test new things, such as AI/GenAI/RAG, when they can bring real value to the business.

Core Skills

Architecture & Platforms: Microservices (Kotlin/Java), DDD, hexagonal, event-driven (Kafka), CQRS, API-first, serverless (Cloud Run/Lambda), resilience & scalability patterns.

Identity & Security: OAuth 2.1 / OIDC, Keycloak (Red Hat SSO), SAML, JWT, API security, least privilege, roles/policies, secrets management.

Cloud & DevOps: GCP, AWS, Azure · Kubernetes, Docker · GitLab CI/CD, Jenkins · Terraform/Helm · progressive delivery (blue/green, canary).

Observability & Quality**:** Grafana, Splunk, Dynatrace, Prometheus, ELK, Sentry · SLO/SLA, alerting, DORA.

Languages & Testing: Java 6→21, Kotlin, Spring Boot/Security, REST, Python (for AI/ML POCs), JUnit/BDD, performance & reliability engineering.

Data Stores: PostgreSQL, Oracle, SQL Server, MongoDB, Redis.

Leadership & Delivery: roadmaps, coaching/mentoring, code reviews, pair/katas, communities of practice, DoR/DoD, governance.

Experience

Europcar Mobility Group — Technical Leader
Nov 2022 – Present · Digital transformation (B2B/B2C/B2B2C)

Context. Unify customer experience across channels, modernize the stack with microservices, secure flows, and improve time-to-market.

Role. End-to-end technical leadership from discovery to run. Distributed team (FR/ES) with 3 backend, 2 frontend, 1 QA, and 1 DevOps.

What I did:

- **One Customer**: led the architecture to unify 3M+ customer profiles & consents across B2C/B2B/B2B2C (≈30% of Europcar's digital business). Delivered via secure APIs, event-driven with Kafka Confluent, Kong Konnect as API gateway, and Keycloak (OAuth 2.1) for authentication/authorization.

- **Team leadership**: worked with cross-stack engineers (front, back, QA, design, ops), relying on frontend expertise to co-design technical solutions and ensure smooth delivery.

- **B2B Digital Account**: aligned front/back on pro journeys; introduced LaunchDarkly feature flags and A/B testing to ship incrementally and reduce risk.

- **Data & CDC**: contributed to the Oracle → MongoDB CDC pipeline to speed up search and reduce load on legacy systems.

- **Security & API**: standardized Keycloak realms/clients, tightened policies/scopes, and improved secrets management.

- **Observability & Reliability**: GitLab CI/CD, Terraform; dashboards on Grafana/Splunk/Dynatrace, baseline SLOs and proactive alerting.

- **AI/GenAI POCs**: customer recommendations and anomaly detection, with a clear experimentation → evaluation → go/no-go process.

Tech stack. Java 11–21, Kotlin, Spring Boot/Security, Kafka Confluent, Kong Konnect, AWS, Docker/Kubernetes, GitLab CI/CD, Terraform, PostgreSQL/Oracle, Grafana/Splunk/Dynatrace/Prometheus, LaunchDarkly, Keycloak/OAuth 2.1.

Happn — Technical Lead (Freelance)
Nov 2022 · Platform migration (PHP → Java)

Context. Short engagement to help the team start a migration from a PHP codebase to Java/Spring Boot for better scalability and maintainability.

Role. Hands-on tech lead: assess the legacy, define the migration path, bootstrap the Java baseline, and transfer knowledge to the team.

What I did:

- Audited the PHP services and mapped domain boundaries; proposed a **strangler-fig** migration plan.

- Bootstrapped a **Spring Boot** baseline (project structure, testing, logging, containerization).

- Delivered initial **REST APIs** in Java with adapters to interoperate with existing PHP endpoints.

- Wrote a **migration playbook** (standards, conventions, checklists) and paired with engineers for handover.

Tech stack. Java 17, Spring Boot, REST, Docker, PHP (legacy), unit/integration testing.

Renault Digital — Lead Developer
Jan 2022 – Oct 2022 · Connected Car — User Management Platform

Context. Within Renault's Lab Car Services (DIRL), worked on *Kamereon User Adapter (KUA),* the platform managing connected car services (activation, vehicle repository, OTA updates, monitoring). Team setup: 1 Tech Lead, 3 back-end devs, 1 PO.

Role. Lead developer supporting the team in improving microservice architecture, strengthening event-driven patterns with RabbitMQ, and ensuring secure APIs for user data and notifications.

What I did:

- Co-designed with business and enterprise architects, applying DDD/BDD for clear and testable domain models.

- Improved microservice architecture and adoption of RabbitMQ in an event-driven context (user data + notifications).

- Delivered features for connected car services (activation, monitoring, repository updates) with high test coverage (≥90%).

- Secured APIs and user data management flows according to Renault standards.

- Active contribution to Agile ceremonies and technical discussions to align business needs with delivery.

Tech stack. Java 11–17, Spring Boot/Security, RabbitMQ, Azure Cloud, Kubernetes (AKS), Docker, GitLab CI/CD, Terraform, Helm, PostgreSQL, Mockito/WireMock/Testcontainer

---

RelevanC (Casino Group) — Dev Leader
Jul 2021 – Dec 2021 · Offers & Promotions Platform

Context. RelevanC is Casino Group's retail data and media subsidiary. The team was building a new offers & promotions platform on GCP to support millions of customers and absorb huge traffic peaks during promo campaigns. I worked in a mixed squad with Octo consultants.

Role. Lead developer, supporting the team on backend architecture, scalability, and secure APIs, while keeping close alignment with product and business needs.

What I did:

- Designed and delivered cloud-native microservices on GCP (offers, promos, ingestion) with Spring Boot.

- Planned and tuned elasticity on Kubernetes (GKE) to handle large promo peaks smoothly.

- Worked closely with Product to introduce A/B testing and make features measurable and data-driven.

- Secured APIs and customer flows with OAuth2/Keycloak integration.

- Improved CI/CD pipelines with GitLab: rollback strategies, monitoring dashboards, and SLOs to track reliability.

Tech stack. Kotlin/Java, Spring Boot, GCP (Cloud Run, GKE), Docker, GitLab CI/CD, Keycloak/OAuth2, PostgreSQL, Grafana.

Europcar Mobility Group — Technical Leader (OneSite Project)

May 2021 – Nov 2022 · Product: New public website (B2C/B2B2C)

Context. Launched **OneSite**, Europcar's new modern web platform aimed at both consumers and business clients. The goal was to replace the legacy website with a responsive, user-first experience built on microservices and a frontend in Vue.js.

Role. Technical Lead guiding a mixed "shock team" (primarily Octo consultants), then transitioning to a fully in-house Europcar squad. Led architecture design, team onboarding, and ensured delivery of frontend-backend alignment.

What I did:

- Designed and implemented a **Vue.js frontend** paired with a **FullContent microservice backend**, anchored on **hexagonal architecture** for clear boundaries and scalable orchestration.

- Built an **aggregation/orchestration layer** that reused existing catalog services, reducing development effort and ensuring consistency across the site.

- Orchestrated the transition from a consultant-led team to a Europcar-led team—onboarding, mentoring, and gradually transferring full ownership of the solution.

- Maintained focus on clean code, agile practices, and continuous delivery throughout the project lifecycle.

Tech stack. Kotlin, Java (Spring Boot), Vue.js, AWS (EKS, S3, RDS), Docker/Kubernetes, Terraform, GitLab CI/CD.

Cegedim — Tech Lead
Jan 2017 – Apr 2018 · Product: Generalized Third-Party Payer System

Context. The project involved creating a robust system to handle reimbursement workflows with insurers and healthcare providers.

Role. Tech Lead in charge of improving and stabilizing the third-party payer platform, focusing on microservices architecture, integration (REST/SOAP), reliability, and automated testing.

What I did:

- Built and maintained **microservices** using Java and Spring Boot, supporting both REST and SOAP protocols via Apache CXF.

- Introduced **automated testing** (JUnit), integrated into CI pipelines (Jenkins + SonarQube), which significantly reduced production defects.

- Improved **system performance and reliability**, optimizing deployments on enterprise-grade application servers (WebSphere and WebLogic).

- Worked closely with operations to ensure seamless production rollouts and stable service.

Tech stack. Java 6/8, Spring Boot/Data, Apache CXF, MongoDB, Hibernate, REST / SOAP APIs, Maven, JUnit, Jenkins, SonarQube, WebSphere, WebLogic, Oracle, SQL Server.

Capgemini — Tech Lead
Nov 2016 – Dec 2016 · Client: GEFCO — Billing/Dunning Migration

Context. Migration of billing and dunning applications from legacy systems to a modern stack, ensuring data integrity and no downtime during transition.

Role. Tech Lead bridging business (MOA) and technical teams (MOE), responsible for architecture design, documentation of legacy flows, and migration planning.

What I did:

- Designed the technical-functional architecture and reverse-documented legacy applications.

- Prepared migration strategy for billing/dunning data with zero downtime.

- Led MOA/MOE workshops, created technical specifications, and modeled target databases.

- Prepared environments and coordinated with ops for delivery readiness.

Tech stack. Java/JEE, Spring, Hibernate, UNIX Shell, PL/SQL, Oracle, SQL Server, MySQL, REST/SOAP, JMS, Maven, JUnit, Jenkins, SVN/Git.

CGI Technologies & Solutions — Analyst Engineer
Jan 2015 – Nov 2016 · Client: Crédit Agricole Leasing & Factoring (CAL&F)

Context. Large-scale build projects (~1000 JH) for leasing & factoring applications, with continuous maintenance and upgrades on complex legacy systems.

Role. Analyst Engineer acting as a bridge between business and development teams, while mentoring junior devs and leading technical activities.

What I did:

- Produced estimates, architecture designs, specs, and test plans for new projects.

- Managed TMA requests: analysis, prioritization, and resolution.

- Acted as **STREAMSERVE referent**: delivered internal trainings and supported MOA/MOE teams.

- Supported legacy modernization with gradual migration to Java/Spring stack.

Tech stack. Java/JEE, JSP, Struts, Spring, Hibernate, STREAMSERVE v3.0.1, COBOL/AS400, HTML/JS/jQuery, JSON, Oracle, DB2, SQL Server, MySQL, REST/SOAP, JMS, Maven, JUnit, Jenkins, SVN/Git, SonarQube.

CGI Technologies & Solutions — Software Engineer
Nov 2012 – Dec 2014 · Client: CAL&F

Context. Ongoing delivery and maintenance of leasing & factoring applications on both Java and AS/400 stacks.

Role. Software Engineer responsible for CI pipelines, build & delivery processes, and ensuring service quality.

What I did:

- Owned the CI platform (Jenkins/SVN), automating build and delivery pipelines.

- Authored specs (SFD/STD) and delivered unit, integration, and qualification tests.

- Coached trainees and junior developers, ensuring continuity of service.

Tech stack. COBOL/AS400, Java/JEE, JSP, Struts, Spring, Hibernate, UNIX Shell, HTML/XHTML/JS/jQuery, JSON, Oracle, DB2, SQL Server, MySQL.

Logica — Software Engineer
Oct 2011 – Oct 2012 · Client: CAL&F

Context. Enhancement of factoring applications, covering customer/buyer management, alerting flows, and invoice control.

Role. Developer responsible for analysis, estimates, implementation, and testing of functional evolutions.

What I did:

- Delivered new features around buyer/customer management and invoice control.

- Built alerting workflows to improve visibility of anomalies.

- Produced technical analysis and testing for functional evolutions.

Tech stack. COBOL/AS400, Java/JEE, JSP, Struts, Spring, Hibernate, UNIX Shell, HTML/XHTML/JS/jQuery, JSON, Oracle, DB2, SQL Server, MySQL.

Logica — Intern (PFE)
Apr 2011 – Sep 2011 · Client: EUROFACTOR (international factoring)

Context. Final-year internship project: design and delivery of a management system for international factoring.

Role. Intern developer, integrating with existing AS/400 systems and ensuring reliable data exchange.

What I did:

- Designed and built a management solution for international factoring processes.

- Integrated with AS/400 systems for data synchronization.

- Produced documentation and delivered the working prototype in production-like conditions.

Tech stack. Java/JEE, AS/400, Oracle, SQL Server.

Tonti (Startup Project) — Co-founder
2022 – 2023 · Product: Digital Group Fundraising Platform

Context. Co-founded **Tonti**, a Moroccan startup project aimed at creating a secure platform for **private group fund collections** (digital "cagnotte") for birthdays, weddings, team gifts, or cultural events (e.g. Eid contributions). Inspired by Leetchi and Le Pot Commun, adapted to the Moroccan legal and financial context.

Role. Co-founder; worked with 3 partners on market study, legal benchmarking, and early product design.

What I did:

- Led the **benchmarking study** (with Bank Al-Maghrib) of European platforms (Leetchi, Le Pot Commun) and assessed applicability in Morocco.

- Defined legal/regulatory requirements under **Law 15-18 (2021)** on crowdfunding and DSP2 principles for payments.

- Designed the first product scope: digital group fund collections for private, non-commercial events.

- Worked on technical architecture options (scalable web platform with secure payments, user dashboards, and compliance by design).

Tech stack. Early prototypes and benchmarking studies; planned stack included Spring Boot, Vue.js, PostgreSQL, and integration with regulated PSPs for payments.

AgriTech Startup (Incubation Center) — Founder & CTO
Jan 2009 – Sep 2011 · Product: Cattle Breeding & Dairy Platform

Context. Founded an AgriTech startup incubated in a university innovation center, focused on digital tools for cattle breeders and dairy production cooperatives.

Role. Founder & CTO; recruited and led a 7-person team, responsible for end-to-end product design, architecture, and delivery.

What I did:

- Built a platform covering herd identification & registration, import tracking, dairy production monitoring, and artificial insemination traceability.

- Developed reporting dashboards to help cooperatives monitor performance and plan production.

- Delivered solutions for multiple stakeholders, including the **Association Nationale des Éleveurs de Bovins (ANEB)**.

- Managed team delivery, code quality, and client workshops.

Tech stack. Java/JEE, PHP 4, HTML/JavaScript, SQL; on-prem and partner-hosted deployments.

ALMIA-FSR (Faculty of Science, Rabat) — Founder & President
2012 – 2015 · Alumni-Student Association (IADO Master in Applied Informatics)

Context. I founded and led a non-profit alumni association (ALMIA-FSR) dedicated to students and graduates of the IADO Master's program. The goal was to build bridges between academia and industry and support students in launching their careers in IT and offshoring.

Role. Founder & President. I organized events, career support, and hands-on programs to connect students with companies and increase employability.

What I did:

- **Career coaching**: held workshops on CV writing, job interviews, and navigating the job market in IT and offshoring.

- **Internships & job placements**: facilitated connections between students and companies for end-of-study internships (PFE) and entry-level roles, increasing placement rates.

- **Offshoring Day 2014**: organized *"University–Industry Innovation in Morocco"*, a full-day event with panel discussions, company presentations, and networking opportunities.

- **VIEW Univers Hackathon (June 2014)**: a **3-day hackathon** where student teams tackled real-world challenges under professional coaching, pitched to a jury, and three winning teams were awarded—a great success in promoting innovation and practical skills.

- Coordinated all logistics, speaker invitations, sponsorships (with MedZ and others), venue setup (Faculty of Science & Technopolis Park), and volunteer teams.

Education

2011 — Master's in Applied Computer Science

2009 — Bachelor's in Mathematics & Computer Science

2005 — Baccalaureate in Mathematical Sciences

Community & Interests

- **Community leadership:**
President — Association of Alumni of the Master in Applied CS (FSR)
Founder/organizer of tech events (JO-2012/2014, VIEW-UNIVERS).

Sports

- **Running & Trail**: multiple marathons and half-marathons; training for trail ultras (goal: UTMB).

- Passionate about long-distance challenges, mixing endurance, strength, and mental resilience.