## **Nicolas Hery**

Software engineer and engineering manager with 12+ years of experience working on web applications that solve real business problems and offer a delightful user experience. Focused on building maintainable and reliable software, as well as creating and leading high-performing and empowered teams.

## Experience

Jan 2023 - Present	Staff Software Engineer SimSpace, Montreal
	<ul> <li>Built a service to synchronize user and organization data to the authorization system Topaz with both realtime and batch syncing capabilities</li> </ul>
	<ul> <li>Designed a multi-tenancy architecture using Keycloak and created an organization admin self-service console allowing enterprise customers to manage their own users</li> </ul>
	<ul> <li>Implemented an asynchronous background worker to analyze logs and measure cybersecurity tool effectiveness, in close collaboration with the Data Science team, and set best practices for production-readiness in Python codebases</li> </ul>
	Technologies used: Go, TypeScript, Python, Kotlin, RabbitMQ, PostgreSQL, Kubernetes
Jan 2020 - Dec 2022	Engineering Manager SimSpace, Montreal
	• Engineering manager leading a high-performing and cross-functional feature team composed of product owner, UX designers, frontend and backend engineers
	<ul> <li>Improved product delivery flow by establishing clear product requirements, technical designs, meeting notes, increasing frontend and backend collaboration through pairing and API documentation, and building a sense of product ownership among engineers</li> </ul>
	<ul> <li>Helped create and staff a separate infrastructure team with a focus on CI/CD platform and developer tooling, increasing overall productivity of the engineering organization</li> </ul>
	<ul> <li>Created a centralized internal engineering documentation site which improved knowledge sharing and retention, with content authored in Markdown that is searchable, discoverable, and version-controlled</li> </ul>
Aug 2018 - Dec 2019	Senior Software Engineer SimSpace, Montreal
	<ul> <li>Backend software engineer, worked on core web platform providing Cyber Range management and Network Specification editing capabilities</li> </ul>
	<ul> <li>Planned, designed, and implemented major features such as a library of reusable network elements (virtual machine templates, configuration modules)</li> </ul>
	<ul> <li>Improved the onboarding experience of software engineers by creating a new hire checklist, recording product walkthroughs, and generating a seed database to bootstrap local environments</li> </ul>
	<ul> <li>Technologies used: Haskell, TypeScript, PostgreSQL, Kubernetes</li> </ul>
Sep 2015 - Jul 2018	Senior Software Engineer Busbud, Montreal
	<ul> <li>Full-stack web developer working on the customer website (busbud.com), as well as backend services (REST API, internal tools)</li> </ul>
	<ul> <li>Delivered major projects by communicating with stakeholders, designing data models and interfaces, producing technical specifications, and coding the implementation</li> </ul>
	<ul> <li>Increased confidence in deployment and code maintainability, by introducing TypeScript and other static analysis tools, leveraging a new end-to-end testing framework, improving monitoring and logging, and prioritizing tasks to reduce technical debt</li> </ul>
	<ul> <li>Improved website performance, by reducing client-side JavaScript bundle sizes, finding opportunities to optimize code execution, implementing pagination for the search page</li> </ul>
	<ul> <li>Grew the team by interviewing candidates, onboarding new team members, writing documentation, being a prolific code reviewer, mentoring and teaching (gave lunch &amp; learn presentations on TypeScript, and Algebraic Data Types)</li> </ul>
	<ul> <li>Technologies used: TypeScript/JavaScript, Node.js, React, PostgreSQL, Redis</li> </ul>
Jan 2015 - Aug 2015	Web Developer Self-employed, Montreal
	Worked with a startup to build the prototype of a solution that being small businesses manage their data (Haskell, Node is)

- Worked with a startup to build the prototype of a solution that helps small businesses manage their data (Haskell, Node.js)
- Built the interface of an MVP used to explore a large database of industry data and visualize key metrics (React, Python)

Oct 2013 - Dec 2014	<ul> <li>Contract Web Developer Tidepool, Paris &amp; Montreal</li> <li>Worked remotely for the non-profit organization whose mission is to reduce the burden of Type-1 Diabetes</li> <li>Helped build the core platform which synchronizes diabetes data from many medical devices</li> <li>Built with a small team of developers the MVP version of Blip, a web-based data visualization tool</li> <li>Technologies used: JavaScript, React, Go</li> </ul>
Jan 2010 - May 2013	<ul> <li>Data Analyst FreshDirect, New York</li> <li>Built a web application that aggregates data from multiple systems and generates a demand forecasting Excel sheet</li> <li>Implemented a pilot program that uses an innovative cloud-based product forecasting service</li> <li>Wrote and implemented several scripts to transform and load data, as well as automate redundant tasks</li> <li>Technologies used: Python, Java, Apache POI</li> </ul>
Oct 2009 - Dec 2009	<ul> <li>Student Project</li> <li>Google, New York</li> <li>Managed a team of students from Columbia University on a project for Google's Operations Research group</li> <li>Used Python to simulate job scheduling in data centers and optimize the algorithm to decrease power consumption</li> </ul>
May 2009 - Jul 2009	<ul> <li>Intern Consultant</li> <li>Cylad Consulting, France</li> <li>Worked with a team of consultants for Airbus on the project planning of the Airbus 350 XWB</li> <li>Developed an Excel VBA tool to create Gantt charts from the main scheduling platform's data</li> </ul>
Education	
2009 - 2010	Columbia University MS in Operations Research, New York • Selected coursework: Deterministic and Stochastic Models, Corporate Finance, Entrepreneurship, Supply Chain
2007 - 2009	Ecole Centrale de Nantes MS in Industrial Engineering, France

• Selected coursework: Probability and Statistics, Calculus, Economics, International Strategy

Skills

Languages	Go, TypeScript, Haskell, Rust
Technologies	PostgreSQL, RabbitMQ, Redis, Kubernetes