Jonathan Roussel

Software Development Director | AI-Enabled Engineering & Platform Transformation at Scale

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Summary

Engineering leader equally at home in architecture reviews and organization design. Drove AI-assisted development from initial inertia to near-universal adoption across a 35-person group in six months. 20 years in engineering and leadership, 15 at Ubisoft. Depth in cloud architecture (AWS), DevOps transformation and platform engineering. Bilingual French/English.

Key skills and examples

- Cost reduction ($400k yearly hosting cost for a single service)
- AI adoption as a productivity lever (fast-paced coding agent adoption) and within products
- Productivity improvement (conceived and organized the delivery of the hosting platform, adopted for more than 50% of Ubisoft web traffic within a year and today used by virtually all new web destinations, including some in-game experiences)
- Organization design (merged 30 DevOps specialists from 3 different departments into a new organization to simplify and allow economies of scale)
- Culture evolution (mending a major distrust between developers and operations people)
- Hyper-focusing the organization (major drive to reach GDPR regulatory commitment on a wide scope in weeks)
- Strong experience with remote multi-country team setup (currently managing a team spread over 5 countries)
- Architecture, especially cloud / AWS-hosted (near-real-time propagation of events to paying third-party data partners)
- People management (below 5% regrettable attrition in 2025)

Experience

Ubisoft, Software Development Director — Montreal, CANADA
2020 – present
6 years

Leading a team of developers, testers, DevOps experts, and architects to create online solutions that foster meaningful interactions with customers.

- Spearheaded AI adoption across the team, personally coaching developers on coding agents and driving the group (35+ people) from high initial resistance to virtually 100% Claude Code adoption within 6 months
- Organize engineering teams to build customer-facing products with high performance, scalability, reliability and cost constraints
- Manage organization design, hiring and performance reviews across 30 to 100 people
- Design and review project architecture
- Rationalize development processes, as an example initiating the web hosting platform used by most public-facing websites of Ubisoft

Ubisoft, Production Manager - Online domain — Montreal, CANADA
2017 – 2020
3 years

Led development teams for customer-facing services. Broadened expertise to high-scale systems and cost efficiency.

- Identified the opportunity and convinced all parties to progressively migrate to AWS leading to a major increase in reliability and teams' autonomy
- Worked very closely with another department in charge of infrastructure to organize a DevOps culture transition
- Team of ~20 people

Ubisoft, Production Manager - internal domain — Paris, FRANCE
Led development teams developing tools for employees, first and foremost the company social network. Technical expert on SharePoint implementation. — 2011 – 2016 — 5 years

- Managed projects related to company social network and SharePoint 2010 migration
- Provided technical guidance for the development team
- Synchronized with internal clients for SharePoint custom development
- Liaised with the Ops team and restored a broken relationship
- Team of ~15 people

Exakis, SharePoint Consultant — Nantes/Paris, FRANCE — Nov 2008 – July 2011 — 2 years 9 months

- Consulting on Intranet projects using SharePoint 2007 and 2010 stacks
- Participated in all phases from business needs capture to implementation, deployments and operations
- Defined architecture and infrastructure, and audited client situations

Atos Origin / PAREXEL / Commissariat à l'Energie Atomique, Multiple intern and junior developer positions — France / USA — Sept 2005 – Nov 2008 — 3 years 3 months

- Software development in robotics, CRM and pharmaceutical industries

Skills

AI & Productivity: Coding agents adoption & coaching (Claude Code and other agentic coding tools), prompt engineering, change management for AI-driven workflows

Management: Organization design, Team management (local, remote, multicultural), project management (waterfall/agile), DevOps shift, change management

Technologies: Web Development, Cloud Hosting (AWS especially), Microservices, .NET, Node.js, TypeScript, Observability, Security/data privacy

Languages: French, English

Education

M.Sc. **University of Technology of Compiegne (UTC)**, Master of Science (M.Sc.) in Engineering / computer science — 2004-2007

Math Sup/Spe, Advanced Undergraduate Mathematics and Physics — 2002-2004