

Jonathan Roussel

Software Development Director | 20 Years of Engineering & Technical Leadership

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Summary

Software Development Director with 20 years of engineering and leadership experience, currently at Ubisoft. Track record of leading high-performance teams (up to 100 people across 7 countries) to deliver reliable, scalable online products. Deep expertise in cloud architecture (AWS), DevOps transformation, and AI adoption at scale.

Key skills

- Productivity improvement (e.g. conceived and organized the delivery of the hosting platform currently hosting most public facing sites and some in game experiences)
- Cost reduction (e.g. 400k\$ yearly hosting cost for a single service)
- Organization design (e.g. regroup 30 DevOps specialists from 3 different departments into a new organization to simplify and allow economy of scale)
- Culture evolution (e.g. mending a major distrust between developers and operations people)
- Hyper focusing the organization (e.g. major drive to reach regulatory commitment on a wide scope in weeks)
- Strong experience with remote multi country team setup (e.g. currently managing a team spread over 7 countries)
- Architecture, cloud\AWS hosted especially (e.g. architecture for near real time propagation of events to 3rd party data paying partners)
- People management (e.g. below 5% regrettable attrition in 2025)

Experience

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|---|---|
| Ubisoft , Software Development Director
Lead a talented team of developers, testers, DevOps experts, and architects to create online solutions that foster meaningful interactions with players | Montreal, QC
2020 – present
6 years |
| <ul style="list-style-type: none">• Organize engineering teams to build gamer facing products with high performance, reliability and cost constraints• People management, including organization design, hiring, appraisals... (30 to 100 people)• Design and review projects architecture• Rationalize development processes, as an example initiating the web hosting platform used by most public facing websites of Ubisoft• Spearheaded AI adoption across the team, personally coaching developers on coding agents and driving the group from high initial resistance to virtually 100% Claude Code adoption within 6 months• Extended AI enablement beyond engineering, helping non-engineering partners integrate Claude and ChatGPT into their daily workflows to improve productivity and unblock creative work | |
| Ubisoft , Production Manager - Online domain
lead development teams for customer facing services. This gave me a new focus on high scale systems and cost efficiency. | Montreal
2017 – 2020
3 years |
| <ul style="list-style-type: none">• Identified the opportunity and convinced all parties to progressively migrate to AWS• Worked very closely with another department in charge of infrastructure to organize a DevOps culture transition• Team of ~20 people | |

<p>Ubisoft, Production Manager - internal domain lead developments teams developing tools for employees, first and foremost the company social network. Technical expert on SharePoint implementation</p> <ul style="list-style-type: none"> • 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 Ops team and restore a broken relationship • team of ~15 people 	<p>Paris 2011 – 2016 5 years</p>
<p>Exakis, SharePoint Consultant</p> <ul style="list-style-type: none"> • Consultant on Intranet projects using SharePoint 2007 and 2010 stacks • From business needs capture to implementation, deployments and operations • Defined architecture and infrastructure 	<p>Nantes/Paris Nov 2008 – July 2011 2 years 9 months</p>
<p>Atos Origin Integration, Junior Web Developer</p> <ul style="list-style-type: none"> • Handled evolution and performance testing of CRM software 	<p>Nantes Oct 2007 – Nov 2008 1 year 2 months</p>
<p>PAREXEL, Assistant Web Developer</p> <ul style="list-style-type: none"> • Wrote and demonstrated SOA guidelines 	<p>Washington DC, USA Feb 2007 – Aug 2007 7 months</p>
<p>Commissariat à l’Energie Atomique, Assistant Developer</p> <ul style="list-style-type: none"> • Developed robot command and simulation tools for nuclear environments • Focus on Virtual Reality and real-time robot control 	<p>Paris Sept 2005 – Feb 2006 6 months</p>

Skills

AI & Productivity: Coding agents adoption & coaching (Claude Code and other agentic coding tools), prompt engineering, LLM enablement for non-engineering teams (Claude, ChatGPT), 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, SharePoint, .Net, NodesJS, Typescript, Coding agents, LLM

Languages: French, English

Education

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

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