

Jonathan Roussel

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

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Summary

Engineering leader who takes organizations through technical change. Most recently drove AI-assisted development from high resistance to near-universal adoption across a 35-person group in six months, then extended it beyond engineering. 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

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| Ubisoft , Software Development Director
Leading a team of developers, testers, DevOps experts, and architects to create online solutions that foster meaningful interactions with customers. | Montreal, CANADA
2020 – present
6 years |
| <ul style="list-style-type: none"> • 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
Led development teams for customer-facing services. Broadened expertise to high-scale systems and cost efficiency. | Montreal, CANADA
2017 – 2020
3 years |
| <ul style="list-style-type: none"> • 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 Led development teams developing tools for employees, first and foremost the company social network. Technical expert on SharePoint implementation. • 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	Paris, FRANCE 2011 – 2016 5 years
Exakis , SharePoint Consultant • 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	Nantes/Paris, FRANCE Nov 2008 – July 2011 2 years 9 months
Atos Origin / PAREXEL / Commissariat à l'Energie Atomique , Multiple intern and junior developer positions • Software development in robotics, CRM and pharmaceutical industries	France / USA Sept 2005 – Nov 2008 3 years 3 months

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