STEPHANE BAUDOUX

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Senior Engineering Manager
Scaling Distributed Teams & Platforms
France (Open to Full Remote – EU/US Timezone)

Email:
jobs@stephane-baudoux.com

LinkedIn:
https://www.linkedin.com/in/stephane-baudoux/

Summary

Senior Engineering Manager with 13+ years of experience scaling engineering organizations and backend platforms in high-traffic travel and fintech environments. Led distributed teams of up to 20 engineers (40+ across career), owning hiring strategy, organizational design, roadmap execution, and operational excellence. Strong technical foundation in distributed systems and Java-based architectures, with a focus on reliability, scalability, and developer productivity. Experienced in cross-functional leadership and remote-first collaboration across EU and offshore teams.

Professional Experience

Engineering Manager - Karavel

2024 - Present | Travel Technology Platform

- Lead 3 Agile squads (16 engineers across backend and frontend) delivering core travel booking capabilities.
- Own hiring, onboarding, performance management, and career development across the organization.
- Contribute to headcount planning and quarterly roadmap prioritization in partnership with Product and leadership.
- Standardized backend engineering practices (Java/Spring Boot), improving consistency and delivery predictability.
- Strengthened CI/CD pipelines and release workflows to improve deployment reliability across teams.
- Improved incident response maturity and observability practices (Splunk, AppDynamics).
- Coordinate offshore collaboration and vendor relationships to ensure alignment and delivery quality.

Tech stack: Java, Spring Boot, Go, React, Oracle, GitLab CI/CD, Splunk, AppDynamics

Head of Java Department - DATASOLUTION

2021 - 2024 | E-commerce Platform

- Built and led a ~20-engineer department delivering backend solutions across multiple industries.
- Defined organizational structure, career progression frameworks, and technical governance standards.
- Owned recruitment strategy, hiring pipeline, and technical interview calibration.
- Drove engineering excellence initiatives, improving code quality and delivery consistency.
- Contributed to capacity planning and resource allocation aligned with business demand.
- Partnered with leadership to scale delivery capabilities while maintaining engineering standards.

Tech stack: Java/JEE, Spring, Python, DevOps pipelines, GitLab, Jira

ORCHESTRA

2017 - 2021 | Travel Technology Platform

Engineering Manager (2017 - 2021)

- Promoted from Software Engineer to Engineering Manager following strong technical leadership impact.
- Led backend integration team responsible for real-time travel connectivity and booking flows.
- Managed delivery execution and roadmap alignment for high-throughput partner integrations.
- Partnered closely with Product to balance feature delivery and technical debt management.
- Improved system reliability through enhanced monitoring, incident reviews, and operational best practices.
- Mentored engineers and supported career development within the team.

Tech stack: Java/JEE, Go, JBoss, GitLab, Oracle, Jira, Toggl

Software Engineer (2016 - 2017)

- Designed and implemented backend services for high-availability booking integrations.
- Contributed to scalable service architecture supporting real-time partner connectivity.

Tech stack: Java/JEE, WebServices (SOAP/REST), JBoss, Oracle, Python, Git

Software Engineer - BNP Paribas / Banque de France

2012 - 2015 | Financial Systems

- Contributed to mission-critical banking and mobile applications.
- Worked on secure, high-reliability systems under strict regulatory constraints.

Core Competencies

- Engineering Leadership & Org Design
- Distributed Systems & Backend Architecture
- Hiring & Talent Development
- Agile at Scale
- CI/CD & Developer Productivity
- Reliability & Observability
- Headcount & Roadmap Planning

Education

Master's Degree in Computer Information Systems - Université de Reims Champagne-Ardenne, 2011
Bachelor's Degree in Computer Information Systems - Université de Reims Champagne-Ardenne, 2009

Languages

French – Native
English – C1