



Alexandre MARTINEZ

Senior Tech Lead, moving towards Engineering Management

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33 years old

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Tech Lead with 7+ years of development experience including 3+ years in technical leadership of teams of up to 12 people on high-stakes products (Airbus, Air France, Betclic, ADMR...).

Over the course of the missions, I have progressively expanded my role beyond development: individual support, structuring of delivery, improvement of quality standards, product/technical coordination and management of technical debt. I have also led platform initiatives (design system, web/mobile CI/CD) that structured an entire product organisation.

Today, I wish to move into an Engineering Manager role in order to focus more on team development, collective performance and the structuring of technical organizations while retaining technical responsibility.

Mission Summary / “Highlights”

- 💡 **Hundreds of key features** delivered to production for critical applications (healthcare, transport, aeronautics, betting and others)
- 🧠 **+20 developers supervised** as a Tech Lead: mentoring, code reviews, skills development
- 🔄 **+10 technical migrations** successfully completed, including the move to a monorepo
- 🌐 **4 international projects** on high-traffic platforms (Air France, Airbus, KLM, Betclic), with daily use of English
- 🧤 Experience in **Agile, Scrum, Kanban** with teams of **2 to 12 developers**
- 🚀 **4 projects carried out from start to finish** from technical scoping to production launch
- 👥 **Tens of millions of users** reached by the applications I contributed to
- 💬 **Excellent interpersonal skills** I have always been appreciated by the teams for my listening skills, my teaching abilities, and my personal involvement.
- 🛠️ **Design system and CI/CD pipeline** (web + mobile) designed and driven end to end for a product team

Expertise

Leadership & Management

- Technical supervision of teams of up to 12 people
- Mentoring and individual skills development
- Culture of feedback & continuous improvement

Delivery & Organisation

- Structuring the delivery cycle
- Reduction and prioritization of technical debt
- CI/CD implementation/optimization

- Facilitating structured code reviews
- Cross-functional collaboration (Product, QA, Management)
- Ability to provide structure without rigidity

Architecture & Modernisation

- Legacy systems migration
- Structuring towards a monorepo
- Web scalability & performance
- Implementation of quality standards (testing, monitoring, observability)

- Improved reliability of releases
- Multi-team coordination in complex contexts
- Release governance (semantic-release, automated changelogs)
- Industrialisation of mobile pipelines (iOS/Android, stores)
- Team enablement through migration guides and agent tooling

Technical expertise

Angular · TypeScript · RxJS · NgRx · Nx · PrimeNG · Tailwind CSS
 Node.js · Java/Spring · Python/Django
 CI/CD (GitHub Actions, GitLab CI, Jenkins, semantic-release)
 AWS · Terraform · Docker · Datadog · Ionic/Cordova · Storybook

Professional experiences

ADMR NSI – Tech Lead Angular - Freelance

 Toulouse – Dec. 2022 → Aug. 2025 (2 years and 6 months)

 Angular 14 → 20 · PrimeNG · elfjs · RxJS SignalStore · Nx

- ♦ **Project *Philia NG* – redesign of the home care scheduling app**
- ♦ **Project *NADS* – creation from scratch of the software for healthcare professionals' rounds**

 **Millions of service beneficiaries nationwide, 2 projects successfully completed**

Leadership & People

- **Technical supervision of a team of up to 12 people (9 developers)**
- **Daily mentoring and support for skills development**
- **Structuring code reviews and disseminating best practices**
- **Coordination with Product Owner, UI/UX, and business management**

Delivery

- **Organizing delivery and improving the pace of production deployment**
- **Technical prioritization in line with the product roadmap**
- **Technical debt management and structural refactoring**
- **Gradual securing of deliveries**

Tech & Architecture

- **Angular 14 → 20 migration**
- **Setting up an architecture around an Nx monorepo**
- **Introduction of a PrimeNG design system**
- **Development of advanced features (websocket, auth, caching)**

En Voiture Simone – Senior Angular Developer - Freelance

📍 Paris – Feb. 2026 → present

🔧 Angular 20 → 22 · PrimeNG · Tailwind CSS v4 · Ionic/Cordova · Storybook · GitHub Actions · TypeScript · Figma

- ♦ **Project *student-app*** - En Voiture Simone commercial Angular Ionic mobile app

<https://www.envoituresimone.com/app>

- ♦ **Project *teacher-app*** - Angular Median mobile app for driving instructors
- ♦ **Project *evs-kit*** – Shared component library (PrimeNG/Tailwind design system)

➡ **Design and deployment of a PrimeNG-based Design System on EVS applications.**

- Direct collaboration with Engineering Manager & Designer
- Storybook implementation (documentation & team adoption)
- Definition of UI & accessibility standards
- Support for the gradual transition of the legacy
- Designed and led from scratch the *evs-kit* design system (components, tokens, theming, accessibility), adopted across all of the group's applications
- Complete overhaul of the CI/CD pipeline: automated releases (semantic-release, changelogs), iOS & Android build/signing, TestFlight/Play Store publishing
- Delivery governance: PR validation (commitlint, automated label dispatcher), ephemeral environments (Heroku Review Apps), E2E strategy (Playwright/BugBug)
- Cross-team visibility tooling for product and management via Notion/Slack integration (ticket tracking, release notifications)
- Wrote migration guides and built an agent skill (migrate-screen) to industrialise the team's upskilling

Betclic – Senior Angular Developer - Freelance

📍 Bordeaux – August 2025 → December 2025 (5 months)

🔧 Angular 18 → 20 · Angular Material · NgRx · Nx · Jest · Github Actions · Terraform/Terragrunt

- ♦ **Project *Webapp betclic.com*** - Customer-facing casino/sports front end
- ♦ **Project *Back Office Atlas*** - Management & distribution of marketing campaigns / casino

➡ **High-traffic international platform with short release cycles and continuous delivery**

- Seamless Angular 18 → 20 migration
- CI/CD modernisation (45 min → 12 min)
- Setting up complete test environments
- Strengthening testing & quality strategy
- Production monitoring via Datadog
- Close collaboration between marketing, backend, and product

Air France – Angular Developer - Freelance

📍 Nice (Full remote) – Feb. 2022 → Oct. 2022 (9 months)

🔧 Angular 8 → 12 · Material · Apollo GraphQL · SSR · Jest · Cypress · Nx · SAlFe

➡ **Contribution to the Travel Guide (18M unique visitors/week) for Air France and KLM.**

- **Technical contribution & code reviews**
- **International collaboration (daily English)**
- **Production deployment & real-time monitoring**

Airbus Defence and Space – Angular Developer - Freelance

📍 Toulouse – June 2021 → Feb. 2022 (9 months)

🔧 Angular 8 → 12 · Material · NgRx · Karma/Jasmine · ngMocks · SAlFe

➡ **Configurable portal for creating routines intended for Defense**

- **Angular 8 → 12 migration**
- **100% test coverage**
- **International contexts & high requirements**

Airbus Aircraft – Lead Angular Developer - Freelance

📍 Toulouse – Feb. 2020 → Apr. 2021 (15 months)

🔧 Angular 11 · Python/Django · RabbitMQ · mySQL

➡ **Platform for managing the migration of 130,000 Airbus employees to Google Workspace**

- **Technical lead for 3 front-end projects**
- **OAuth2 authentication structuring & permissions management**
- **Standardization & Quality Improvement**
- **Automation of deployments & quality controls**
- **Support and guidance for developers**

Informatique Banque Populaire – Angular Developer - Freelance

📍 Toulouse – Sept. 2019 → Dec. 2019 (4 months)

🔧 Angular 8 · Material · Jest · NGXS · SAlFe

➡ **Redesign of the portal for accessing individual accounts**

- **Technical contribution & code reviews**
- **Close collaboration on product and development**
- **100% test coverage**

Air France – Fullstack Developer – Angular – Java/Spring

📍 Toulouse – Apr. 2019 → Sept. 2019 (5 months)

🔧 Angular 8 · Java 8 · Spring Boot · PostgreSQL · MongoDB · Teradata

➡ Development of a cross-functional catalog of Angular components

- Complete autonomy
- Cross-functional role
- Cross-silo collaboration at Air France

Inetum (ex GFI) – Fullstack Angular/AngularJS Developer – Java/Spring

📍 Toulouse – Apr. 2018 → Apr. 2019 (1 year)

🔧 AngularJS → Angular 7 · Java · Spring · MySQL

➡ Redesign of an internal HR tool

- Complete migration of AngularJS to Angular 7
- Back-end management, database management, and deployments
- Ongoing maintenance of legacy systems & development of new features

Various recommendations (translated from French)

💬 “I had the pleasure of managing Alexandre as Engineering Manager at En Voiture Simone. He is a developer who fits into a team very easily, with excellent interpersonal skills and a genuine team spirit. Alexandre knows his subject inside out, drives things forward and does not just execute: he actively looks for ways to improve the team's practices and the way it works, to make it more effective day to day. I recommend Alexandre without hesitation, for his technical skills as much as for his human qualities.”

— [Frédéric König](#), Engineering Manager – direct manager (En Voiture Simone)

💬 “I worked with Alexandre as Product Manager within a squad of En Voiture Simone's product/tech team. His assignment was to provide temporary front-end reinforcement to our squad so we could absorb an additional project. Professionally, Alexandre exceeded our expectations. He was able to take our topics on fully autonomously, formulate clear recommendations and carry them out without a hitch. I particularly appreciated his interest in the product, his initiative and his proposals, which helped take our features beyond what we had imagined. It was a pleasure, professionally and personally, to work with you :)”

— [Matthieu Fournel](#), Senior Product Manager – colleague (En Voiture Simone)

💬 “I highly recommend Alex, with whom I collaborated on a strategic project. He is an exceptional Angular developer: proactive, extremely relevant in his statements, and remarkably efficient.

Technically, it's consistently flawless: fast, reliable, always ready to offer the cleanest and most suitable solution.

But beyond his skills, Alex is a deeply humane, pleasant, dedicated, and positive person. Working with him was a real pleasure, both professionally and personally.

A rare talent, which I recommend without hesitation. 🌟”

— [Julien Paput](#), Lead Engineering Manager – ex-manager (Betclic)

💬 "I worked with Alexandre for almost 3 years, where he was the lead tech on our project. I greatly appreciated his technical skills, his constant concern for best practices, his involvement and his ability to guide the team effectively.

He is an excellent developer and a very good technical leader whom I highly recommend."

— [Lenni Lacombe](#), Web Developer – colleague (ADMR)

💬 "Alexandre is a very competent and effective teacher. He helped the team develop their skills and supported my own progress throughout our project. Very friendly and cheerful, I highly recommend him."

— [Adrien Pointeau](#), Full Stack Engineer – colleague (ADMR)

💬 "Alex is a great developer with a straightforward manner and a contagious good humor. He is determined to complete the tasks assigned to him, however difficult they may be. And he only stops when he has succeeded.

He is an expert in his field who shines with his attention to detail and love of a job well done.

He's talented, pleasant, and has a great sense of humor and seriousness. He's the kind of lead everyone would love to have :)"

— [Gregory Guillaume](#), Android Developer – colleague (ADMR)

💬 "Alexandre is a serious and competent person, always in a good mood, who knows how to work independently but also with other team members.

Having Alexandre on the team is a real pleasure!"

— [Tania Etjemesian](#), Product Owner – Air France

💬 "I recommend Alexandre because he is serious, rigorous and always tries to improve.

Furthermore, he integrated quickly into the team and brought his daily good humor."

— [Tahar Hadhab](#), Angular Technical Leader – ex-manager (Banque Populaire)

💬 "Professional, proactive, kind, naturally friendly, and highly competent (full stack Angular), Alexandre learns very quickly, contacts the right people, and delivers a high-quality product. His positive attitude leaves a void in the team."

— [Maxime Belzunce](#), Co-founder of CYLABS – former manager (Air France)

💬 "Alexandre, in addition to demonstrating genuine motivation, has a taste for a job well done. Proven experience respecting best practices in web design and web integration, coupled with impressive productivity for anyone developing alongside him."

— [Clement Pascaud](#), Full Stack Engineer – colleague (Air France)

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