Charles Féval

778-927-9117
charles@feval.ca
https://www.feval.ca

I'm a software manager with a software engineering background, and an extensive consulting and solution architecture experience. I get teams to be motivated, self-sufficient and value-oriented. I provide solutions solving the root-cause of the problem, and logical regarding the functional, technical and organizational structures. I'm personable. I live in Vancouver BC.

Job History

BuildDirect, Vancouver – Apr. '16 – Now – Dev Manager

MediaValet, Vancouver – Dec. '13 – Apr. '16 – Dev Manager

Accenture, Paris – Jan. '07 to Aug. '13 – Consultant / Manager in fare management systems for public transit.

My Credo

My role is to eliminate the necessity of my role. Get teams to be self-organized, and self-driven. Guide their motivation and their drive by linking their work to the creation of value.

Creation of business value is maximized by a scientific process: hypothesize, implement, measure and validate, iterate.

Productivity is attained through focus. It is my responsibility to provide my team with a stable work environment in which they can focus; and a process that drives focus: keep low level of work in process, finish current tasks before starting new ones, work on small batches and ensure fast cycle time, work on planned activities, keep a short backlog. Iterate.

Advocate for engineering principles, avoid shortcuts. Enforce separation of concerns and decoupling, review process, and knowledge dissemination. Fix root causes rather than symptoms. Automate.

Gain knowledge of the solution with hands on level. Stay technically relevant. Show skill rather than authority.

Ensure team satisfaction, assist career development, gather feedback regularly, help people grow, be an active part of team cohesion.

I Am

Bilingual French / English. Balanced between business and technology. Driven. Personable. Pragmatic. Excellent at conceptualizing. Systemically organized. Precisely understanding people's needs. Hands-on with technology. Permanent resident.

Education

2002-2007 – **Master of Engineering**, EPITA, Paris. Majored in IT & Software Engineering. Graduated with Highest Honours.

Project/Product Management Exp.

At BuildDirect Since Apr. 16: Managing 3 engineering teams (16 engineers). Fixed productivity of an under-performing team. Did so by 1) fixing the process to restore focus, 2) fixing product management to focus on business value and metrics 3) re-motivating team. Then repeated on a 2nd, then 3rd team. Upgraded recruitment process to hire better engineers. Globally helped create drive, and target higher engineering standards and cleaner code. Architected software, including event sourcing and collection, implemented some of it.

At MediaValet From Dec. 13 to Apr. 16: Development Manager of the company's SaaS product, hosted on Azure, storing media assets on the cloud. Organized product development flow with Kanban, continuous integration, daily production deliveries. Prioritize work using business value. Recruited & managed 20+ developers on and offshore.

At Accenture From Aug. 11 to Aug. 13, managed a consulting project for Paris Transit Authority, defining their future fare system (~ Compass). Led the solution architecture for a project to be built during the next 4 years, estimated to $480M. Defined the organizational structure for implementation and operation. Drove the client relation and business development effort, signed 8 extensions to the initial contract.

Solution Architecture Experience

At Accenture From Apr'10 to Jul'11, lead solution architect for the transformation of an Accenture on premise solution into a SaaS platform. Led functional analysis and technical design. Supervised agile scrum delivery. Developed proof of concepts in C#, and cool technologies such as CEP and BRMS.

Software Engineering Experience

At Accenture, From Jul'08 to Mar'10, integration lead for Toronto's PRESTO Card System, overseeing a team of about 10 persons. Designed and participated to implementation using BizTalk and C#.

At Accenture, From Jan'07 to Jun'08, integration developer then integration lead for Netherlands Nationwide fare-card system, using BizTalk and C#.

Earlier: C# software engineer for financial analysts (5 months) at Credit Agricole (Large French Bank). C# engineer at the Engineering school R&D Lab (1 year)

What I have been working with, and can redeem some expertise on:

Project Management

Agile

Focused delivery (Daily delivery to live)

Jira workflow configuration

Planning

Test strategy definition

Risk analysis and management

Budget tracking and reporting

Advancement tracking and reporting

Process / Continuous Improvement

Product development flow

Theory of constraints

Principles of Product Development Flow

Kanban, scrum

Separation of Concerns

Pomodoro

Ishikawa / Five whys

Software Engineering

Separation of concerns

OOP, OOD, design patterns (GoF and others), architectural patterns

SOLID, KISS, DRY, etc.

Software architecture

Peer reviews, XP

TDD, DDD (knowledge of BDD)

UML

Technologies

Node.js, C#, .Net, Coffeescript and JavaScript, Bash, PHP

Azure (Cloud services, web apps, API, storage, service bus)

AWS (lambda, API gateway)

Continuous integration (Team city, Visual Studio Online)

Continuous deployment (Octopus, VSO)

Git, SVN, TFS, CVS

Linux, BSD, Windows

Team Management

Team leading

Coaching

Performance and career management process

Recruitment

Product Management

Product strategy definition

Target marketing segment identification

Roadmap shaping

Economic framework

Requirement analysis, feature and stories redaction

Feature pipeline/queue management

Version and configuration management

Defect priority assessment and triage

Strategy / Management Consulting

Organization definition

Organizational risk analysis

Sourcing strategy definition (preparing RFPs and RFIs for clients)

Change management strategy on large city-scale project

Financial structure (Monte Carlo simulations)

Business Development

Solution architecture

Response to RFPs

Presentation of proposals to client

Customer relationship development, negotiated and signed project extensions (> $1.5M)

Passions & Hobbies

Ski instructor to skiers with disability at Vancouver Adaptive Snow Sports (VASS).

Backcountry skiing. Mountain Biking. Hiking. Fencing. Reading. Sailing.