

IDENTIFICATION

Name	Yan Avery
<i>Professional Experience</i>	30+ Years
<i>Communications</i>	English, Français

OVERVIEW

I'm highly technical and passionate about my work. Throughout my many years of experience, I accumulated broad expertise in many areas. Autonomous, self-learning and with **proven leadership skills**, I have ease coordinating software engineering teams. I'm **very hands-on** (aka: I code), highly structured and I can think outside the box. I'm known to identify what's wrong in an organization, help fix it, and transition teams into getting things done, all of this while keeping team members engaged, excited and pumped while doing so. I'm interested in both leadership and individual contributor roles.

TECHNICAL KNOWLEDGE SUMMARY

<i>Development</i>	Node JS, TypeScript, JavaScript, NestJS, Prisma IO, Java, Spring, Hibernate, Python, Flask, SQLAlchemy, DropWizard, Tomcat, Apache, Nginx, Jersey, Apache CXF, Wicket, JSP, Servlets, AJAX, React, Angular, Isomorphic SmartClient, HTML, CSS, XML, XSL, XPath, XQuery, Maven, Graddle, Ant, junit, Mockito, PowerMock, soapUI.
<i>Design & Architecture</i>	Object oriented design and development, microservices architecture, multi-tiered architecture, multi-tenant SaaS, GoF design patterns (and more), REST APIs, SOAP web services, UX design, Test driven development (TDD), CI/CD.
<i>Analytics, Business Intelligence & Data Technologies</i>	PostgreSQL, MySQL, MongoDB, Oracle, MS SQL Server, H2, Looker, QlikView BI, OLAP, Pentaho Mondrian, MDX, XMLA, JPivot, Boomi integration cloud, Sybase, data warehouses, ETL, stored procedures & triggers, PL/SQL, Transact-SQL, SQL query optimization.
<i>Platforms</i>	AWS & GCP, IaC (Ansible, Terraform, CloudFormation), CloudFoundry, Rackspace, Apple OSX & iOS, Linux, Arduino, RaspberryPi, Windows, Asterisk VOIP.
<i>Identity</i>	OpenID Connect (OIDC), OAuth2 & 1, SAML 1.1/2.0, OpenID 2.0, 2FA/MFA, TOTP, U2F, FIDO2, Spring Security, KeyCloak.
<i>Methodologies</i>	Scrum (certified scrum master), Kanban, Agile, RUP, MSF, P+.
<i>Other</i>	Kubernetes, Docker, Vagrant, Git, GitHub, BitBucket, CircleCI Jenkins, Hudson, SubVersion, CVS, PVCS, Postman, cURL, ReviewBoard, VersionOne, PMD, Cobertura, AccuRev, DevTrack, JIRA, Confluence, Tempo, IntelliJ, Eclipse, FireBug, UML, Microsoft Office, SharePoint.

EDUCATION & TRAINING

2020	Amazon	AWS Certified Cloud Practitioner
2011	Exit Certified	Core Spring Framework
2007	Scrum Master Certification	Agile/Scrum
1993-1998	Quebec University in Montreal (UQAM)	Microprocessors
1989-1992	Maisonneuve College	Computer Science
1984-1989	Saint-Jean Vianney College	General

WORK EXPERIENCE

EightByZero, Montreal

March 2026 - Current

Overview:

Currently holding co-founder & CTO (Chief Technology Officer) role. Active participant in this ground floor, early stage startup, where I'm leading Engineering but also Compliance, IT & Security. We are building a revolutionary middleware connectivity solution for the insurance industry.

Upgrade, Montreal

November 2024 - June 2026

Overview:

Held Senior Principal Software Architect role. Active participant in Upgrade's architecture team, helping the various engineering teams (credit cards, personal loan, underwriting & cashflow forecasting) build innovative financial technology solutions. Actively led one of Upgrade's key agentic AI solutions.

Budge, Montreal

March 2022 - November 2024

Overview:

Held co-founder & CTO (Chief Technology Officer) role. Active participant in this ground floor, early stage startup, where I led Engineering but also Product, Compliance, IT & Security. We were building a revolutionary solution to help middle America get out of debt in innovative ways.

Expertus Technologies, Montreal

September 2019 - March 2022

Overview:

Held the « CTO » (Chief Technology Officer) role, leading the entire Tech team bringing Expertus to the next level, as the industry leading Fintech software provider in the B2B payments and corporate treasury management space. Expertus was acquired by IBM in December of 2020.

Details:

- Active participant of the M&A team that worked on the IBM acquisition of Expertus.
- Put in place a product oriented organizational structure and associated best practices.
- Introduced a SoW process that optimizes monetization of customer service requests.
- Led a company-wide effort helping Expertus transition into a DevOps operating model.
- Speaker at public events (Fintech Cadence, etc), representing the tech & payments industry.
- Actively participated in weekly company C-level steering committees and governance meetings, providing advice, guidance, vision and tech perspective.
- Scaled the engineering team by successfully fulfilling numerous roles during a pandemic crisis.
- Managed multiple development teams working on different projects, different tech stacks, and each with different maturity levels. Customers included Silicon Valley Bank, Mizuho Bank, CIBC, Desjardins, Payments Canada, SNC Lavalin, Cirque du Soleil, IBM, Central1 and many others.
- Mentored and coached, providing guidance at the technical and career development levels.
- Improved Tech team member morale, proven by significantly increased OfficeVibe metrics.
- Built an Open Banking microservice PoC allowing for real time account balance retrieval via APIs.
- Helped R & D team finalize its serverless cloud native AWS (Lambda) based wires engine and successfully had it launched to production.
- Helped team improve the performance and stability of key components from one of its largest and most important microservices based distributed applications.

Zola, Montreal

August 2018 – September 2019

Overview:

Held « Engineering Lead » position at Zola, leading the whole Montreal office engineering team. I was Zola's first hire in Montreal and helped build and ramp up Zola's Montreal presence, growing the overall Montreal team from 1 to 20+ employees within a year.

Details:

- Technical team lead and manager on the “Invitations” team, managing engineers from both the Montreal and NYC offices, whether their role was backend or frontend.
- Worked with product management to prioritize work and estimate effort and workload.
- Coordinated overall aspects between Montreal and Zola's head office in NYC.
- Envisioned and implemented a solution that parses the output from the Design team (InDesign) and brings the data into the Zola ecosystem, dramatically reducing the overall card design time.
- Contributed in building functionality into the “Invitations” product code base (AWS, Java, Spring).
- Participated in Zola's continuous integration and deployment (CI/CD) of its micro-services onto its QA and production environments using a fully hands-on DevOps approach and mindset.

AppDirect, Montreal (3 years)

AppDirect, San Francisco (1 year)

July 2014 – August 2018

Overview:

Held « Team Lead & Manager / Staff Software Developer » position with the Engineering team. I coordinated technical teams and contributed in building core marketplace IAM functionalities, from requirements gathering, all the way to final implementation.

Details:

- Technical team lead and people manager on the Identity and Access Management (IAM) team (10 people) spread out in 4 different geographical locations.
- Technical team lead on 2 of our PSO teams (12 people) in charge of delivering customer specific features and supporting our European customers.
- Client facing and part of many calls with customers to discuss requirements & solutions.
- Provide estimates for implementing the best possible software solutions.
- Coordinate implementation of user stories in an agile manner thru an aggressive weekly production delivery release cycle.
- Directly contributed in building functionality into the IAM (OIDC, SAML, OAuth2, etc) product code base (AWS, Java, Spring, Hibernate, PostgreSQL stack).
- Key contributor into building AppDirect's Montreal engineering team, being part of the “Hiring Management Team”. Actively participated in the interviewing and hiring process. Grew the team from 10 to 125+ developers in the Montreal office in less than 3 years.

Tradelnsight (an AFS company), Montreal

April 2008 – July 2014

Overview:

Held « Senior Architect » position with the R&D team. In charge of overseeing technical aspects of all R&D work, across 2 development teams (10 people) as well as outsourced work. Tradelnsight was acquired by AFS Technologies in October of 2012.

Details:

- Active participant of the M&A team that worked on the AFS acquisition of Tradelnsight.
- Upon arrival, helped put in place Scrum and Agile practices. Prior to that, RUP was used.
- Put in place proper development processes and practices around continuous integration, automated testing, code reviews, etc.
- Put in place foundations/architecture for “Software as a Service” (SaaS) multi-tenant offering.
- Leading team of 10 people in delivering product backlog items on sprint-by-sprint basis.
- Assisting management in producing mid to long term vision, plan and product roadmap.
- Analyzing dependencies and proposing short-term sequencing of backlog items.
- Identifying new patterns and proposing implementation strategies to team members.
- Lead the “QlikView” analytics and BI tool integration effort into our TI product.
- Contributing to team development effort as a “full stack” developer with strong UI/UX focus.

Kronos, Montreal

November 2006 – April 2008

Overview:

Held « Development Manager » position with the Engineering division. In charge of 10 developers, for both project management and career development. Scrum Master on multiple projects on the « Scheduling » product from the « Workforce Central » suite.

Details:

- Responsible for leading the team in delivering stories/epics within allocated time and with high quality.
- Playing Scrum Master role within the team.
- Coordination of development efforts outsourced to India.
- Coordination with the Chelmsford (Boston), Massachusetts head office.
- Responsible for coordinating the continuing engineering (CE) team on the « Scheduling » product (parallel bug fixing effort).

MEI Group, Montreal

December 2001 – November 2006

Overview:

Held many positions such as team lead and senior architect with the R&D group. Significant involvement among several “CRM” (Customer Relationship Management), “Retail” and “TPM” (Trade Promotion Management) projects during the planning, technical and execution phases. Participation in all stages of the development process.

Details:

- Instauration of the required processes on many strategic aspects such as development standards, continuous integration with nightly builds, etc.
- Client facing with many large accounts (HP, Danone, Heinz, Motts, Acosta, Lorillard).
- Feasibility analysis, as well as effort and risk evaluations within the preliminary analysis of many key projects.
- Initiative, design and development of an object-oriented « framework » fostering code reuse, better design practices and significantly reduced delivery times for client projects.
- Responsible for CRM and MS Outlook integration project.
- Responsible at a technical level for the team in charge of user interface design and development. Software was nominated at the FIQ’s “Octas” gala.
- Design and development of a generic graphical tree control for the rendering of hierarchical data sources.

Nestlé, Switzerland (consulting)

September 1999 – November 2001

Overview:

Held principal analyst position with the operations team, in charge of all web technologies for the world headquarter located in Vevey, Switzerland. In charge and responsible for all aspects of 3Net (intranet/extranet/internet) operations within the group.

Details:

- Coordination of activities among the different teams.
- Negotiations with external software development and/or service providers.
- Architecture, development and maintenance of in-house web applications and load balancing technologies.

Asuro, Switzerland (consulting)

August 2000 – November 2001

Overview:

Held a consultant position. Actively contributed in formulating technical recommendations as well as carrying out proof of concept and feasibility studies for an online insurance broker startup company wishing to go online with insurance product related sales.

Trustar, Montreal (consulting)

February 1999 – July 1999

Overview:

Held C++ “mentor” position with a team transitioning to the world of object oriented technologies. Complete process reengineering as well as a rewrite of the application allowing the generation of the programming guides (EPG) for television content.

Provigo, Montreal (consulting)

July 1997 – August 1999

Overview:

Held team lead position with the web technologies team. Coordination, architecture, development and active participation in many projects having as target platform, all corporate intranet in-house development initiatives.

MEI Group, Montreal

July 1994 – July 1997

See “December 2001 - November 2006” (same).

Laurentian Bank, Montreal

January 1992 – July 1994

Overview:

Held analyst-programmer position on the only “non mainframe” team at BLC. Analysis, development and maintenance of the “OSV Liaison” application (C++ under Windows 3.x), helping branches sell banking products. Software nominated at the FIQ’s “Octas” gala.