

VIVIEN BAROUSSE

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London, UK

PROFESSIONAL EXPERIENCE

HubbleHQ

Engineering Manager, Head of Engineering

September 2018 - Present

London, UK

- Led the growth of the Engineering team, tripling the size of the team from 4 to 12 engineers over 12 months.
- Put in place structures to ensure that the team's productivity grew with new hires, including designing the hiring and on-boarding processes, growth framework, role responsibilities, and cross-functional team structures and processes.
- Mentored and coached engineers, tech leads, and engineering managers. Organised and ran leadership workshops for new tech leads and managers. Set up technical learning and development tools, both internal and external.
- Built and nurtured the engineering culture, focusing on collective ownership of code and quality, quick iterations, focus on product and customers, and helping others.

Freeformers

Senior Tech Lead

February 2018 - August 2018

London, UK

- Designed the engineering hiring process from scratch, leading to two full time hires in the first five months, including defining the overall hiring process structure, designing remote coding exercise and grading criteria, designing face to face engineering interviews, and defining the engineering sourcing strategy.
- Lead the consumer engineering team to launch a green field consumer-focused e-learning platform.

HYPESONG

CTO

January 2017 - December 2017

London, UK

- Built, launched, and scaled two products from scratch, including product discovery, launch strategies, as well as influenced broader company strategy.

Songkick

Software Engineer, Tech Lead

January 2012 - June 2015

London, UK

- Built and launched Songkick's backend infrastructure for its ticketing platform, from the project inception to supporting sales for tens of thousands of paying customers.
- Lead the team responsible for growing and developing new features on the Songkick.com website, growing it from 8 millions to 13+ millions visitors a month.
- Lead teams building and launching new green field projects, including a project supporting the world's largest concert ticket sales.
- Line managed engineers, including mentoring, coaching, and helping engineers grow in their careers.
- Involved in hiring engineers, interviewed hundreds of candidates, and redesigned part of the hiring process to be more attractive to potential engineers.
- Designed a training course for junior engineers to help them grow to more senior levels.

ADULLACT-Projet

Software Developer

April 2009 - September 2010

Montpellier, France

- Main developer on an open source electronic signature book used by French administration, using Java EE technologies (Spring, Hibernate, Alfresco, Maven, Groovy)
- Project homepage: <https://adullact.net/projects/paraphelec/>

SUPINFO

Java Teacher

October 2007 - June 2010

Various locations, France

- Teacher in Java technologies to second, third and fourth year Computer Science students
- Second year lectures: Object Oriented programming, Java language, standard API (I/O, Socket, Threads, JDBC, Swing)
- Third year lectures: Web development (Servlet, JSP, Struts), Web services (JAX-WS), Mobile Development (Java ME)
- Fourth year lectures: Enterprise applications development (EJB, JPA, JMS, JSF)

TALKS

Hire, Better, Faster, Stronger

2018 - 2019

Droidcon London, Droidcon Berlin

This talk aims to give people the tools to prepare for interviews, whether its making their hiring process better, or simply preparing for an interview as a candidate.

<https://www.droidcon.com/media-detail?video=352902377>

PUBLICATIONS

EJB3: Des concepts a l'écriture du code

July 2008

Editions DUNOD

Second edition

- Co-author of the second edition of a book on the Enterprise Java Beans framework, with an overview of other Java EE technologies.
- Written in French.
- ISBN-13: 978-2100518319

VOLUNTEER EXPERIENCE

Code Club

Club volunteer

January 2014 - July 2014

Hanover Primary School, London, UK

- Teaching programming to 9 to 11 years old kids, using Scratch.
- Translating lessons from English to French.

EDUCATION

Oxford Brookes University, UK

2010 - 2011

Master of Science in Computer Science

Emphasis on Paradigms of Programming, Structured Data

Dissertation project: Scoring pertinence of web page titles using Natural Language Processing

SUPINFO, Montpellier, France

2006 - 2011

Master of Science in Computer Science

Emphasis on Java technologies, Core programming, Teaching

Java teacher for three years