

Sebastien Correaud

Engineering Manager, hands-on

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PROFILE

Engineering manager, hands-on. I lead a product squad at Heropay and still code. Background in testing, quality and data analysis. I build things to make life easier, full remote (France, United Kingdom) or onsite.

EXPERIENCE

Staff Engineer · Heropay Fintech, Paris

Jan 2025 – Present

Promoted from Senior Fullstack engineer to Staff Engineer after six months

- Line manager of up to 9 engineers. Merged two squads into one under my supervision
- Strong Customer Authentication (PSD2) and anti-fraud: Signicat integration, 2 million challenges, 20k+ users enrolled
- Signup to activation funnel: onboarding rebuilt as signups grew 10x in 2025; median time to activate cut from 4+ days to under 12 hours
- Continued and finished the billing migration from Hyperline to an in-house system
- Technical foundations: long-running tasks, SQS queues, monitoring, E2E and reliable tests, tech migrations
- Introduced coding agents in the squad's daily work

Career break

2024

Twelve months of travel

Senior Fullstack engineer · Tomorro (formerly Leeway)

Aug 2021 – Oct 2023

LegalTech, Paris

Early stage SaaS company

- ISO 27001 certificate: contributed, with a main part on the controls (Salesforce)
- Salesforce CRM integration

Tech lead · Simplifield

Mar 2021 – Jul 2021

- Managed an Impact Team of 5 developers (Ukraine/France)
- Facilitated workshops on the design of a new import system.

Lead developer + Data analyst · You2You (Yper)

Dec 2017 – Nov 2020

Full remote from Montpellier & Oxford

Real-time tracking, platform performance and data analysis

- Coached junior colleagues as much in product creation (Agile method) as in technical learning
- Created products using Lean Startup and Agile methods, product owner (January to August 2019)

Guest lecturer · University of Montpellier

Feb 2019 – Mar 2021

Bachelor and Master degree, agile method and QA courses

Fullstack developer + QA engineer · 1001Pharmacies

Dec 2014 – Nov 2017

Montpellier

Rework from scratch of a high-audience marketplace

IT Engineer · CGI (formerly Logica) Montpellier

Jun 2010 – Nov 2014

Designed and developed mobile and web applications (PHP, JavaScript, both iOS and Android apps)

EDUCATION

BSc

University of Montpellier

2010 – 2011

E-Business Application Development

SKILLS

Leadership

Line management · Hiring · Squad delivery · Scrum master · Product owner

Development

Typescript (Node.js, Nestjs, Nextjs, React) · Python, Flask · PostgreSQL/MySQL, MongoDB · Go (basics) · GraphQL · AI-assisted development (coding agents)

Tests

TDD · Unit (jest/vitest) · Functional (playwright/cypress) · Performance (k6)

DevOps

Docker · AWS · CI/CD (Circle CI/Github actions)

LANGUAGES

French · Native speaker

English · C1

Italian · B1