

Jean-Michel Decombe • Product Design & Engineering Leadership

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E X P E R I E N C E

SOCIALCHORUS • San Francisco, California • workforce communication platform

Director of Engineering, Product Designer, Senior Mobile Engineer • 2015-2018

- Managed the design and development of critical internal software platforms
 - multiplatform customization, generation, and distribution of mobile apps
 - visual creation and administration of multiservice integration workflows
 - secure acquisition of customer metadata for analytics and custom services
 - *Ruby on Rails, Backbone, React, AWS, Google Cloud, Microsoft Azure, etc.*
- Initiated the transition to React in the company, and the leverage of cognitive services
- Managed the design and development of two key components in the core platform
 - enterprise-grade authentication and administration of programs and users
 - secure RESTful API to create, access, and manage customer-specific content
 - *Ruby on Rails, Backbone, AWS, JSONAPI, etc.*
- Managed the Technical Services team focused on enterprise-grade customer support
- Defined and documented many processes related to build, release, versioning, etc.
 - *GitHub, JIRA, Google Drive, Dropbox, Office 365, Slack, Zoom, etc.*
- Managed the enterprise-grade performance and security certification of mobile apps
 - *AT&T Application Resource Optimizer, Veracode, etc.*
- Completed various training and certification programs, notably with American Express
- Refactored and improved the Objective C codebase for iOS inherited from an agency
 - *Objective C, Xcode, JSON, Fabric, etc.*

ZYNGA • San Francisco, California • mobile social gaming

Director of Mobile Engineering, Principal Software Engineer • 2010-2013

- Managed an overall team of up to 30 engineers on a very fast growing mobile team
 - managed across Poker, CityVille Hometown, ForestVille, and Slots studios
 - interviewed, sponsored, hired, or reassigned many client and server engineers
 - instituted biweekly 1/1 talks, as well as quarterly performance and peer reviews
 - tracked engagement metrics like confidence, challenge, balance, and mastery
 - achieved maximum satisfaction and retention, based on anonymous surveys
 - helped make Poker the top grossing app for iOS and Android simultaneously
 - worked with all other disciplines—Art, Product, QA, etc.—to optimize processes
 - completed management, ethics, and anti-harassment trainings successfully
- Contributed to the development of the 350K DAU CityVille Hometown app for iOS
 - designed and managed the assets pipeline in collaboration with the art team
 - instituted architecture and code reviews, refined the staging strategy, etc.
 - implemented features in the presentation layer, NPC management, etc.
 - *Objective C, Xcode, Cocos2d, bash, etc.*

- Improved the performance of the popular FarmVille iOS application significantly
 - retrofitted a complex code base with Core Data, reducing load time to seconds
 - wrote a macOS X server tool to automate FarmVille Web content normalization
 - *Objective C, Xcode, Core Data, etc.*
- Designed and implemented a physics game prototype to explore that new genre
 - included support for both phone and tablet formats in storyboards and code
 - designed a flexible system for unlimited stages, rounds, themes, and more
 - designed and included a 16-level progression map with mastery stars system
 - wrote a geometry library for inner/outer tangents and stretchable ovoid shapes
 - created a resettable, seamless, and unobtrusive bubble-based tutorial system
 - *Objective C, Xcode, Chipmunk Pro, XML, etc.*
- Cofounded an engineering council to improve processes across the entire company
 - transformed and unified the “new product” process for both web and mobile
 - overhauled engineer recruitment training program and interviewer pool process
 - refined engineering management roles through best practices and mentoring
- Collaborated with external teams—HR, IT, M&A, Legal, etc.—on a regular basis
 - evaluated crossplatform solutions at both prototyping and production stages
 - helped with the technical assessment of various promising stacks and tools
 - performed technical and personal due diligence for many potential acquisitions
 - helped with the successful acquisitions of [Cocos2d](#), [Page 44](#), and [Wild Needle](#)
 - led an initiative to continuously optimize hardware and software configurations
 - led the rearchitecture of the documentation wiki for the entire mobile team
 - optimized engineering contributions to recruitment and due diligence efforts

LUDICODE • San Francisco, California • mobile software consultancy

Founder, Chief Technology Officer, Lead Software Engineer • since 2010

- 2019: Designed and developed an innovative information UX for macOS (in progress)
 - *Swift, XCode, AppKit, etc.*
- 2018: Designed and developed Lex o’Clock, a word game for iOS (in progress)
 - *Swift, Xcode, SpriteKit, Python, Sublime, SQL, Postico, regex, TestFlight, etc.*
- 2014: Managed the redesign of LASTLOOK, a private photo sharing app
 - new user experience for both mobile—App Store and Enterprise—and web
 - technical guidance and agile management of a distributed engineering team
 - *Objective C, Xcode, Parse, JavaScript, Backbone, AWS, Heroku, Mailgun, etc.*
- 2013: Designed and developed Hyvve, a time management app for iOS (on hold)
 - *Swift, Xcode, Cocoa Touch, Firebase, etc.*
- 2010: Developed AWARENESS, a mobile psychology app to analyze feelings
 - main UX with custom interactive reports representing feeling data over time
 - *Objective C, Xcode, Cocoa Touch, etc.*
- 2010: Translated a website for ebrary into a mobile app design of about 60 screens

MAPORIUM • San Francisco, California • knowledge mapping marketplace

Founder, Lead Client Software Engineer • 2006-2009

- Developed the initial business plan, business model, and customer use cases
- Researched, designed, prototyped, and patented several product innovations
 - multidimensional, dynamically cloneable and transformable graph model
 - graph exploration system highlighting distant relations with minimal distortion
 - mechanism to display unlimited multidimensional perspectives on a graph
 - various improvements related to graph display, navigation, and comprehension
- Developed an object schema and detailed glossary for the complex data model
- Collaborated with the architect on the design of a scalable and secure architecture
- Wrote extensive documentation on all aspects of research, design, and development
- *Java, Eclipse, Jena, SPARQL, ActionScript, Flex, JavaScript, HTML, CSS, etc.*

NEWZONIA • San Francisco, California • virtual world with philanthropic economy

Chief Technology Officer, VP of Product Design & Development • 2008-2009

- Recruited and managed a very small but extraordinary product development team
- Defined and fostered a lightweight yet effective aspect-based development process
- Collaborated with the founders to transform a fuzzy vision into a clear product design
- Developed an extensive and thoroughly documented set of user interface sketches
- Filed a patent application for the product's innovative concept, design, and functionality
- Collaborated with the product team to develop a realistic timeline and budget
- *Java, Eclipse, Jena, ActionScript, Flex, Tomcat, AWS, MySQL, Omnigraffle Pro, etc.*

GROXIS • San Francisco, CA • visual federated search

Founder, Chief Technology Officer, Lead Client Software Engineer • 1999-2006

- Invented a new web search experience—see [New York Times](#) and [NYU ReadMe](#)
- Raised a total of \$11M+ in funding from angels and top tier venture capital firms
- Recruited and mentored top engineering talent to form a high performance team
 - *Java, Eclipse, SVN, Bugzilla, etc.*
- Filed and obtained multiple patents: 6,879,332, 6,888,554, 7,036,093, 7,290,223, etc.
- Developed an initial prototype in Java to help close a \$3M+ Series A investment
- Developed the client side of the actual product, Grokker Pro
 - graph model with powerful facet mechanism and optimized graph filtering
 - zooming space optimized for unlimited polyhierarchic breadth and depth
 - scalable, dynamic system for the visual combination of filters and legends
 - *Java, Eclipse, Swing, Java 2D, etc.*
- Led the development of successive Grokker Pro versions and transition to the web
- Won several industry awards: [DEMOgod 2003](#), Always On Top 100, and Wired 100
- Provided technical due diligence for multiple content and technology partnerships
- Supported major clients: Interface, Sun Microsystems, Stanford, EBSCO, Amgen, etc.

METACODE (formerly Datafusion) • San Francisco, CA • enterprise knowledge mapping

Lead Client Software Engineer • 1997-1999

- Developed a zooming space user interface for a revolutionary knowledge mapping tool
- Developed graphic utility libraries then not available in Java, e.g. spline rendering, etc.
- Filed a patent application for a graph's multilevel link aggregation and multiselection
- *Java, Eclipse, CVS, Bugzilla, etc.*

The company was acquired by [Interwoven](#) for \$150M.

911 ENTERTAINMENT • San Francisco, CA • online music community

Lead Client Software Engineer • 1997

- Invented innovative chat features, e.g. the ability to send animated effects in the chat
- Developed the client and client-server protocol for a multimedia chat system in Java
- Developed the macOS installer for a complete line of enhanced music CDs
- *Java, Eclipse, CVS, Bugzilla, etc.*

VICINITY • Palo Alto, CA • geolocation and geographic mapping

Senior Client Software Engineer, Product Manager • 1996-1997

- Improved the MapBlast! website based on an internal, proprietary scripting language
- Developed a dynamic mapping applet, introducing Java technology in the company
- Embedded store location technology on many customer sites: FedEx, Marriott, etc.
- Proposed and successfully implemented a plan to increase traffic to 1M+ hits/day
- Received the 1996 WAAA Award for Best Web Site of the Year
- *HTML, Perl, proprietary scripting language, Java, etc.*

The company was acquired by [Microsoft](#) for \$800M.

XELPH • Paris, France; Palo Alto, CA • software consultancy

Founder, Lead Software Engineer • 1986-1996

- Developed applications with innovative user interfaces for various clients
 - a visual assistant, Logicaa, to simplify procedural programming for [Ordimega](#)
 - a visual merchandising tool for the French subsidiary of [Mars](#)
 - a disk management utility with a bubble dialog user interface for MacTel Europe
 - *C, Megamax, Lightspeed, CodeWarrior, MPW, etc.*
- Developed websites for many clients, e.g. hip hop radio station KKBT "The Beat" 92.3
 - *HTML, cgi scripts, etc.*

COMPOSE-TEL • Paris, France • software publishing

Lead Software Engineer • 1989-1992

- Developed the bestselling antivirus Rival as an extension and control panel for macOS
- Updated the product frequently, i.e. vaccines, drag and drop vaccine installation, etc.
- Designed and wrote the user documentation in French, then translated it to English
- Received excellent reviews with highest ratings in Macworld and MacUser magazines
- *C, Objective C, Lightspeed, CodeWarrior, MPW, etc.*

The company was acquired by [Intego](#).

E D U C A T I O N

- Decisional Mathematics & Computer Science, Université Dauphine in Paris, France
- Fluent English and French, some German and Latin

R E F E R E N C E

- References with contact information are available upon request
- Recommendation excerpts are listed below, with more available on [LinkedIn](#)
- "... JM is a true entrepreneur and leader. He is adaptable, versatile, humble and refreshingly optimistic even in the face of overwhelming adversity. JM is your consummate servant leader and will do what is necessary to help others succeed regardless of his role or title... Having the opportunity to work with someone of JM's caliber and integrity is a true gift to any team who aspires to do something significant with great people..."—Tim Christensen, Chief Technology Officer at [SocialChorus](#)
- "... As a teammate, JM was an excellent communicator and collaborator, and generally a joyful person to work with. As a team leader/product designer, JM has a scrupulous attention to detail and an intuitive understanding of user experience. As a functional manager, he prioritizes his reports and pays close attention to tasking so as to allow them to broaden and enrich their professional lives. JM manages to remain calm and unflappable even when his responsibilities pile up and he is working around the clock..."—Hannah Briggs, Senior Software Engineer at [HopSkipDrive](#)
- "JM is a one-of-a-kind visionary with an exceptional ability to make complex problems and their solutions appear simple in nature, regardless of the setting: business and team work processes, overall system design, and product (user interface and usability) design. Thanks to his extraordinary skill in effective knowledge transfer, he is a dream person to work with in collaborative settings. JM is a fair and caring person and manager that stands for what he believes in, says and does, while still being able to accept and correct misunderstandings and mistakes with no hassle. He is also simply very fun and inspiring to work with."—Erik Forslin, Senior Software Engineer at [Google](#)
- "JM possesses unique skills and abilities that I have not come across often in my professional career. He is not only a brilliant engineer but is also incredibly creative and innovative. That is a very rare combination. You can even see it when you read his code. It's some of best written code that I have seen. His vision for product development is excellent..."—Jonathan Kessler, Investor & Founder at [Cargomatic](#)
- "... JM was fantastic to work with. I found him to be loyal, detail oriented employee with the ability to make good, sometimes bold decisions. Reliable, experienced and open minded leader with very good communication skills. Deadline oriented and responsible CTO, a person you can trust when you want to be sure that important tasks will be completed in a systematic and precisely way. I would highly recommend him to anyone anywhere in the world."—Jennifer Karlsson, Product Owner at [Volvo](#)
- "... Super sharp, fun to work with and a visionary mind. I hope we have a chance to work together in the future."—Dan Grosh, Managing Partner at [Calibre One](#)