

Kevin Delfour

Engineering Manager • Head of Engineering • VP
Engineering

Address : Lyon, France
Email : delfour.k@gmail.com
Social network :
linkedin.com/in/kevindelfour
Website : kevin.delfour.co

Engineering Leader with **17+ years of experience** building software, engineering teams and technical organizations.

I have led engineering teams from startup to scale-up environments, recruited **30+ engineers**, managed organizations of up to **30 people**, built career frameworks, engineering processes and technical strategies while remaining deeply hands-on.

I enjoy helping organizations grow through technical excellence, coaching, AI adoption and strong engineering culture.

Leadership Snapshot

- **17+ years** in Software Engineering
- **30+ hires** and hundreds of technical interviews
- Managed organizations of **up to 30 engineers**
- Built an engineering agency from **0** → **12 consultants**
- CTO during an international acquisition
- Budget, hiring and engineering strategy ownership
- Patent holder & startup co-founder
- Co-Founder of **CTO de Lyon** community and volunteer

Professional Experience

May 2026 – Present	Lead Backend Engineer @ Second Brain
Scope & Impact	Leading backend engineering for an international B2B AI platform. Driving AI adoption, developer experience and engineering excellence across the organization while remaining hands-on. Reviewed 40+ PRs during the first month and conducted 20+ technical interviews.
Leadership Scope / Environment	12 Engineers (4 Tech Leads, 1 PO) • AI Adoption • Engineering Excellence • Hiring • Python • FastAPI • PostgreSQL • AWS • Kubernetes • Terraform
Sep 2025 – May 2026	Chief Technology Officer @ Shiroo (Araïko)
Scope & Impact	Defined the engineering strategy, cloud architecture and future engineering organization for a new AI product. The project ended

following the acquisition of the parent company before the planned spin-off.

Leadership Scope / Environment / Engineering Strategy • Technical Roadmap • Budget Ownership • Organizational Design • Product Leadership

Apr 2025 – Jul 2025

Founding Engineer @ JOBO Interim

Scope & Impact

Transformed an Airtable/n8n prototype into a scalable AI platform by designing a cloud-native architecture and introducing AI-powered automation that reduced business processes from days to minutes.

Leadership Scope / Environment /

Architecture • AI Strategy • Product Engineering • Python • TypeScript • Azure • Terraform

Jan 2023 – Apr 2025

Associate Director – Strategy & Operations @ MAX Digital Services

Scope & Impact

Founded and scaled the Lyon engineering agency from **0 → 12 consultants**, increased annual revenue from **€400K → €700K**, recruited **30+ engineers**, and built career ladders, hiring and compensation frameworks.

Leadership Scope / Environment /

Executive Committee • Hiring • Budget Ownership • Business Strategy • Engineering Leadership • Coaching

Mar 2021 – Dec 2022

Chief Technology Officer @ Hiveo

Scope & Impact

Led engineering during an international acquisition, managing an organization of **~30 engineers** while defining technical strategy, governance and engineering KPIs.

Leadership Scope / Environment /

~30 Engineers • Executive Leadership • Organizational Design • Technical Strategy • Engineering Governance

Oct 2020 – Mar 2021

Head of Digital Training & Technical Lead @ Conserto

Scope & Impact

Created a nationwide engineering expert community, designed technical learning paths and supported strategic consulting initiatives while remaining hands-on.

Leadership Scope / Environment /

Community Building • Technical Leadership • Training • Pre-sales

May 2015 – Dec 2018

Lead Developer & Business Developer @ Sogilis

Scope & Impact	Combined software architecture, engineering leadership and business development to support strategic customers building cloud-native software solutions.
Leadership Scope / Environment	Architecture • Consulting • Business Development

Feb 2016 – Jan 2018

Co-Founder & Inventor @ iBubble (Notilo+)

Scope & Impact

Co-founded a deep-tech startup developing one of the world's first autonomous underwater cameras, leading product development from concept to market and obtaining a patent.

Leadership Scope / Environment

Entrepreneurship • Product Strategy • Innovation • R&D • Patent Holder

2008 – 2015	Software Engineer → Agile Manager
Scope & Impact	Developed enterprise software while building expertise in software architecture, Agile coaching and distributed systems across multiple industries.
Leadership Scope / Environment	Companies: Astek • ASPLine • IRD • Geomatys • Java • Agile • Enterprise Software

Community & Leadership

- Co-Founder — **CTO de Lyon**
- Speaker on Engineering Leadership & AI
- Mentor for Engineering Leaders and CTOs
- Author — *kevin.delfour.co*
- Patent Holder

Core Skills

Leadership: Engineering Management, Hiring, Coaching, Organizational Design, Technical Strategy, Delivery, Budget Ownership

Technology: Python, FastAPI, TypeScript, Java, Kubernetes, AWS, Azure, PostgreSQL, Terraform

AI: Cursor, Claude, Codex, Local LLM, AI-assisted Software Development