

Roméo Jr. Labonté

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Staff Software Engineer with 15+ years of experience leading engineering teams and delivering scalable solutions. Skilled in full-stack development, cloud infrastructure with a strong focus on software quality and performance. Passionate about solving complex problems and growing engineers.

Work Experience

Staff Software Engineer & Engineering Lead, Motion – Toronto, ON (Remote) *Mar 2024 – Feb 2025*

- Led 4-person cross-continental team to launch Creative Research product line, architecting Collections and Brand Intel features that shipped on time with zero critical issues
- Architected new Meiliseach-based search system with OpenAI embeddings, reducing query times from 30s to 150ms across large-scale ad dataset, paving the way for RAG
- Implemented XP methodology and testing standards for engineering team, leading to company-wide adoption and improved sprint predictability

Founding Engineer & EM, AlleyCorp Nord – Montréal, QC (Remote) *Aug 2022 – May 2023*

- Led founding engineering team of 3 to launch Resolve's MVP while maintaining legacy systems; designed and implemented event-driven architecture increasing conversion rates by 10%
- Architected greenfield AWS infrastructure and authentication system using Terraform and Cognito from ground up; creating scalable foundation that continues to power production systems
- Mentored 2 junior developers to full autonomy while serving dual role as engineering manager and staff-level IC, enabling rapid team scaling and increased velocity
- Built and managed full-stack engineering team using TypeScript/React and Python/Kafka, establishing development standards and CI/CD practices that supported rapid MVP iterations

Software Architect, LANDR Audio – Montréal, QC *Sep 2020 – Aug 2022*

- Led transition from frontend engineer to principal architect role; designed and implemented critical systems including video conferencing infrastructure and GraphQL API conversion that significantly improved page load and content turnover times
- Architected migration strategy for Jitsi video platform fork, designing upstream merge processes and video conversion pipelines while maintaining custom functionality across development teams
- Transformed WordPress platform into headless GraphQL architecture supporting SSG and SSR; implemented infrastructure reducing page load times and simplifying content workflow
- Managed cross-functional engineering teams across multiple time zones while serving as technical point of contact for acquisitions and integrations; conducted performance reviews and translated complex technical requirements for stakeholders

Senior Software Developer & Technical Lead, CREO – Montréal, QC *Oct 2019 – Mar 2020*

Senior Front-End Engineer & Technical Lead, Jogogo – Montréal, QC *May 2018 – Sept 2019*

CTO & Principal Developer, r42 communication – Montréal, QC *Feb 2012 – May 2018*

Skills

Languages TypeScript, Go, C#, Lua, C, SQL

Technologies React, Vue, GraphQL, Node.js, Bun, PostgreSQL, MongoDB, Redis, Docker, Terraform, Kubernetes, AWS, Azure, GitHub Actions