

Hugo Vieilledent (Curriculum Vitae)

Engineering leader with 12+ years building web platforms and 6+ years leading teams, mentoring engineers, and driving technical strategy. Track record of scaling engineering practices across organizations, owning delivery of complex systems, and bridging technical execution with business outcomes. Experienced in remote and hybrid team leadership across startups and enterprise clients.

- hugo.vieilledent@protonmail.com
- [homepage](#) — [resume](#) — [linkedin](#) — [github](#) — [gitlab](#)
- [Berlin](#) (Germany) / [Millau](#) (France)

Experiences

Engineering Lead & Technical Consultant

[H3W](#) — **June 2020 - present** (*hybrid/remote, Berlin, Germany*) [contract]

Leading engineering initiatives and teams across multiple client organizations, combining hands-on technical delivery with strategic advisory and people development.

- Mentored 10+ engineers across client organizations, conducting code reviews, pair programming, and architecture sessions that improved team velocity and code quality.
- Led cross-functional delivery of complex projects, coordinating between engineering, design, product, and stakeholders to align technical execution with business goals.
- Established engineering standards and practices adopted across multiple teams, including CI/CD workflows, documentation standards, and code review processes.
- Served as technical advisor to startup leadership, shaping product architecture decisions across Matrix, Web3 identity, AI-agentic systems, facility management
- Owned end-to-end delivery of a Salesforce AppExchange product, managing technical scope, timeline, and deployment across customer organizations.
- Accountable for operational stability across 50+ production systems, defining incident response processes and deployment automation.
- Led architecture and delivery of multiple e-commerce and Jamstack platforms (Headless CMS, Static Site Generator, SASS APIs), advising clients on technical strategy and long-term maintainability.

Refs: [port-zero.com](#), [pitch.io](#), [web3.foundation](#), [parity.io](#), [polkadot.com](#), [connect2x.de](#), [belorder.com](#), [nordeck.net](#), [artsceno.ch](#), [tactetacte.es](#), [zo.me](#), [unicorn.de](#)

Senior Developer & Technical Consultant

[PortZero](#) — **Oct 2018 - May 2020** (*hybrid, Berlin, Germany*)

Technical project leadership and hands-on delivery within a software consultancy, driving client engagements from discovery to production.

- Partnered directly with client CTO to design and scale IT infrastructure supporting 20+ physical locations, leading technical decision-making across SaaS stack, networks, and device management.
- Drove modernization initiative for legacy codebases, defining migration strategy and coordinating execution across ES6 and Python 3 ecosystems.
- Owned end-to-end delivery of an IoT system in pharmaceutical manufacturing, managing technical scope and stakeholder communication through production deployment.

Refs: [unicorn.de](#), [port-zero.com](#), [maestro.py](#), [note-it.js](#), [polypoly.eu](#)

Software Engineer

PeopleDocs — **Mar 2018 - Sept 2018** (*remote, Paris, France*)

Javascript software engineering for enterprise HR document management systems (until acquisition by Ultimate Software).

- Led architecture of a shared frontend framework adopted company-wide, driving standardization across all web clients and reducing onboarding time for new engineers.
- Designed core architecture of an HR automation platform, defining technical direction for workflow orchestration used across employee onboarding and document distribution.

Frontend Lead

Bright — **Sep 2015 – May 2016** (*Berlin, Germany*)

Led frontend development for a digital art curation startup.

- Owned frontend architecture and delivery of the web client, coordinating with backend team on API integration and product requirements.
- Drove alignment between engineering and creative teams, delivering marketing website and interactive experiences that supported brand positioning.

Co-founder & Product Lead

I4K — **June 2014 – present** (*remote, Germany, France*) — side project

Co-founder and lead product developer for a collective focused on open-source products, mentorship, and community-driven initiatives.

- Defining technical direction and mentoring contributors across web, APIs, and infrastructure projects.
- Launched and maintained 2 production products serving active user bases, owning product decisions, architecture, and operations.
- Built and grew community adoption to 3,000+ users across released products and themes.
- Delivered 50+ client websites, managing project scope and technical delivery using modern web architectures.

Refs: radio4000.com, v1.radio4000.com, internet4000.com, lpepfinder.com, joblist.today, joblistberlin.com, dianatelares.com, keepcaboverdegreen.com, nils-stelte.de, helkaceramics.com, jan-brauer.de, balconythemes.com, aza-telenolibre.com

Web Developer

Kopfwelt — **Feb 2013 – Aug 2015** (*Berlin, Germany*)

Web development as part of an award winning multidisciplinary web design studio.

- Delivered high-quality web experiences for agency clients, collaborating across design and development teams to meet project requirements.
- Mentored and trained 5 interns and junior developers, designing onboarding processes and establishing engineering practices that improved team productivity.

Refs: lodownmagazine.com, nordischebotschaften.org, cybex-online.com, pfadfinderei.com

Education

- **Master in Intellectual Property Law** (2011/2012, University Montpellier 1, France). Thesis: Copyright on scientific publications through the prism of Open Science and Libre Knowledge (“Le droit d'auteur face à l'Open Science - Le Libre au soutien du droit d'auteur dans le marché de l'édition scientifique”).
- **Master in Political Science** (2010/2011, University of Copenhagen, Denmark)
- **Bachelor in Political Science** (2009/2010, University Montpellier 1, France)

Projects

- radio4000.com music curation and playlists
- joblist.today open directory of companies hiring

Languages

- Native or bilingual proficiency: **English, French**
- Limited working proficiency: **German, Spanish**

Skills

- **Leadership & management:** Team mentorship, code review, technical strategy, cross-functional collaboration, stakeholder communication, project scoping, engineering standards, incident management
- **Architecture & delivery:** System design, platform architecture, technical documentation, API design, performance optimization, production operations (50+ systems)
- **Frontend:** TypeScript, Svelte/SvelteKit, React/Next.js, Vue, Ember, Web Components, CSS architecture (BEM, Tailwind), design systems
- **Backend & platform:** Node.js, Python, Go, PostgreSQL, GraphQL, Docker, Salesforce, serverless architectures
- **DevOps & infrastructure:** CI/CD (GitHub Actions, GitLab CI), Linux administration, GCP/AWS/Azure, monitoring, infrastructure-as-code