

Thomas Martinez

SENIOR FULL-STACK SOFTWARE ENGINEER • CERTIFIED SCRUM MASTER (PSM I)

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— PROFESSIONAL SUMMARY

Results-driven **Senior Full-Stack Software Engineer & Certified Scrum Master (PSM I)** with 6+ years of experience architecting mission-critical distributed systems, reactive microservices, and high-security enterprise platforms (Thales DIS, Tricentis NeoLoad). Proven track record leading cross-functional engineering teams, modernizing legacy enterprise estates (30+ Java 8 to 17 migrations), and developing national-scale biometric identification solutions. Recognized for elevating team delivery velocity (+31% story points) and psychological safety (4.5/5) through servant leadership and robust engineering excellence.

— CORE TECHNICAL SKILLS

Backend & Architecture:	Java 17/21, Spring Boot, Eclipse Vert.x (Event-driven / Reactive), RabbitMQ (Message Broker / AMQP), ReactiveX (RxJava), Python, C#, Microservices, REST APIs
Frontend & Full-Stack:	TypeScript, JavaScript, Node.js, React, React Native (Expo 54), Next.js, Angular, Tailwind CSS, HTML5
Cloud, Data & DevOps:	AWS, PostgreSQL, Elasticsearch, Kibana, Grafana, Docker, Kubernetes, CI/CD (Jenkins), Git
Leadership & Quality:	Professional Scrum Master (PSM I - 97.5%), Tech Lead, Servant Leadership, Playwright, Selenium, SonarQube, NeoLoad

— PROFESSIONAL EXPERIENCE

Senior Full-Stack Software Engineer • Thales DIS (Gemalto) March 2026 – Present • International
CABIS (Civil Automated Biometric Identification System) — High-security biometric citizen identity & airport border control

- Engineer core features, asynchronous message queues (**RabbitMQ**), biometric processing workflows, and high-throughput microservices for **CABIS**, a mission-critical platform deployed in international airports and government agencies to secure and match citizen biometric records worldwide.
- Architected and delivered an automated **biometric data deduplication engine for Paraguay's National Civil Registry**, designing complex query pipelines and test environments to guarantee 99.99% data consistency, privacy compliance, and sub-second matching.
- Optimized high-volume **PostgreSQL databases** (indexing, schema migration, multi-terabyte citizen records), mitigating concurrency bottlenecks and ensuring sub-second response times under peak airport loads.
- Conducted rigorous security, performance, and stress testing, meeting zero-downtime SLA criteria for government deployments.

Tech Lead & Scrum Master • Thales (AMS Department) June 2025 – February 2026 • Romania Hub
Application Management Services — Worldwide Enterprise Tools Consolidation & Modernization

- Spearheaded the technical consolidation and modernization of **30+ mission-critical enterprise tools** transferred from global worldwide squads to the Romania engineering center, ensuring comprehensive knowledge transfer and Tier-3 support.
- Led the end-to-end migration of **30+ applications from Java 8 to Java 17**, upgrading legacy dependencies, refactoring core components, eliminating critical vulnerabilities, and modernizing CI/CD pipelines.
- Coached and led an international team of 7 engineers through a high-turnover phase: overhauled Scrum rituals, **boosted sprint velocity from 61 to 80 story points (+31%)**, and raised team well-being index from **3.0/5 to 4.5/5**.
- Designed standardized departmental incident response workflows and feedback tooling adopted across Thales AMS Romania.

Full-Stack R&D Engineer & Scrum Master • Tricentis (formerly Neotys) October 2020 – May 2025 • Gemenos, France
NeoLoad — Enterprise continuous load & performance testing software powering Fortune 500 infrastructure

- Engineered high-throughput distributed microservices using **Eclipse Vert.x** (reactive event-bus) and **AWS**, paired with responsive **TypeScript & React** web interfaces and **Elasticsearch, Kibana & Grafana** for observability.
- Served as Certified Scrum Master for an 8+ person international R&D squad: facilitated sprint ceremonies, refined 100+ User Stories & Epics, and conducted in-depth client discovery sessions to translate business needs into technical specs.
- Implemented end-to-end automated testing frameworks using **Playwright and Selenium**, shortening release regression cycles by 40%.

Volunteer Intervention Leader • French Red Cross November 2020 – Present • Marseille, France

- Direct emergency first aid operations and command tactical rescue teams of 5+ rescuers during public emergencies and high-risk deployments. Demonstrates rapid decision-making, crisis management, and calm leadership under pressure.

BI Developer Intern • Syntell March 2020 – July 2020 • Quebec, Canada

- Restructured database schemas across 100+ tables and engineered automated Power BI analytics reports for municipal fleets serving 1,000+ users. Tech stack: C#, SQL, Power BI.

— EDUCATION & CERTIFICATIONS

Master's Degree / M.S. in Computer Science (Diplôme d'Ingénieur)
Polytech Marseille (Graduate School of Engineering) 2017 – 2020

- PSM I — Professional Scrum Master I** (Scrum.org) — Score: **97.5%** (2024)
- TOEIC Listening & Reading: 835+ pts** • Certified First Aid Team Leader (PSE2)

— LANGUAGES & KEY PROJECTS

- French:** Native • **Spanish:** Bilingual / Fluent
- English:** Full Professional Proficiency (Advanced)
- LedScroller2025:** Cross-platform React Native / Expo 54 app, 60fps Reanimated 4, 92% SonarCloud coverage.
- JobRadar Hub:** Production job platform & ATS simulator (FastAPI, 24/7 GitHub Actions CI/CD).