

Repentigny, Québec, Canada

[Patrick Demers](#)

patrickdemers.dev

Preference: Remote or Greater Montreal

CORE SKILLS

- Engineering Management
- Software Development Leadership
- Technical Leadership
- High-Traffic Web Platforms

EDUCATION & CERTIFICATIONS

- PMP® - Project Management Institute
- PMI-ACP® - Project Management Institute
- DEC (Technical Diploma) - Computerized Management Information Systems, CEGEP Lionel-Groulx

LANGUAGES

- French (Native)
- English (Professional)

PATRICK DEMERS

PROFESSIONAL PROFILE

Director of Software Engineering with over 23 years of experience, including 13 years in leadership roles managing multi-team engineering organizations supporting high-traffic, customer-facing platforms.

I have led the evolution of a subscription-based digital platform operating at scale, aligning engineering strategy with product and business goals. My work focuses on platform reliability, customer experience, and enabling teams to deliver consistently in complex, distributed environments.

I am particularly engaged in evolving engineering practices, including the pragmatic adoption of AI, and in structuring organizations that scale both technically and operationally.

CORE COMPETENCIES

- Engineering leadership & people management (Team Leads, Manager)
- Technical recruiting, coaching, and skills development
- Technology vision, strategic alignment & technical governance
- Vendor & third-party management (observability, search, content platforms)
- Cross-functional collaboration (Product, Engineering, Operations, Executive)
- Cloud, security, and high-traffic platform fundamentals

PROFESSIONAL EXPERIENCE

Seedbox Technologies - Montreal, Quebec

2018 – Present

Director of Software Engineering

Lead a multi-team engineering organization of ~25 developers across backend, frontend, and payments domains, supporting subscription-based digital platforms directly tied to customer experience and revenue generation.

- Coach technical leaders to strengthen team autonomy, execution quality, and decision consistency.
- Partner closely with Product teams to align priorities, roadmap, and business goals.
- Contribute to the evolution of large-scale customer platforms, ensuring performance, stability, and user experience quality.
- Ensure the reliability and operational performance of systems supporting high traffic and large user volumes.
- Lead technical hiring and team structuring to support growth while preserving continuity of critical knowledge.
- Oversee strategic technology partners (observability, search, content platforms).
- Introduce pragmatic AI adoption to improve team productivity with quality and risk guardrails.
- Contribute to payment-related systems, with an understanding of governance and compliance constraints (PCI-DSS).

PROFESSIONAL EXPERIENCE

Seedbox Technologies

2015 – 2018

Product Owner

- Product Owner for a product team within a subscription-based streaming platform, responsible for prioritization and tradeoffs between business needs and technical constraints.
- Owned the product backlog, working closely with developers and business stakeholders to sequence work and maintain delivery focus.
- Developed a strong understanding of product economics, prioritization under constraint, and cross-functional decision-making.
- Earned PMP and PMI-ACP certifications during this period.

Seedbox Technologies

2009 – 2015

Technical Lead / Senior Developer

- Provided technical leadership on backend systems supporting the internal CMS and core platform services.
- Contributed to the design and evolution of the live video pipeline within a high-traffic streaming environment.
- Built and maintained backend services and APIs, supporting business-critical workflows and platform integrations.
- Improved performance and reliability of production systems operating at scale.

Inoveo / Progi-Media

2001 – 2009

Programmer Analyst

- Early career roles focused on backend development for transactional, streaming, and early e-commerce platforms.
- Contributed to the automation of catalog-to-e-commerce workflows, enabling clients to transition from print catalogs to online storefronts through custom data extraction and system integration.
- Built and maintained production systems supporting live services, developing a strong foundation in reliability, performance, and data-driven workflows that informed later technical leadership roles.

TECHNICAL KNOWLEDGE (STRATEGIC LEVEL)

- **Platforms & Architecture:** Design and evolution of high-traffic customer-facing platforms, including APIs, backend systems, and integrations with third-party services (payments, search, content).
- **Reliability & Operations:** Operational considerations for always-on services, including observability, incident management, on-call structures, and collaboration with Infrastructure and DevOps teams.
- **Security & Compliance:** Governance-level understanding of application security, authentication and authorization patterns, and compliance constraints in payment-adjacent systems.
- **Delivery & Engineering Practices:** Software delivery processes, technical governance, and developer enablement in distributed and remote-first teams.
- **Technology Evolution:** Pragmatic evaluation and adoption of new technologies, including AI, with an emphasis on productivity, risk management, and organizational impact.

TECHNOLOGY ENVIRONMENT

- **Platforms & Development:** Practical exposure to environments using Python, PHP, Node.js, React, MySQL, and Docker.
- **Cloud & Services:** Strong familiarity with the AWS ecosystem, including infrastructure, integration, event-driven services, and video encoding / streaming with MediaConvert, as well as Cloudflare for CDN and Workers.
- **Delivery & Automation:** Solid understanding of CI/CD practices and delivery pipelines, including Jenkins and AWS CodePipeline.
- **Data & Analytics:** Familiarity with data and analytics platforms such as Snowflake and Databricks.
- **AI Tools:** Pragmatic adoption of development-assistance tools such as Claude Code, Codex, Gemini, and GitHub Copilot.

REFERENCES

Available upon request.