

Octavian Cioaca

DIRECTOR OF SOFTWARE ENGINEERING

Paris, France · work@selardi.com · +33 6 95 44 00 87 · [linkedin.com/in/selardi](https://www.linkedin.com/in/selardi) · [selardi.com](https://www.selardi.com)

PROFESSIONAL SUMMARY

I run software engineering at DOMSELARDI and I still write code. I've been taking unfair advantage of CSS and JavaScript since 2006, and lately of other people's GPUs. I'm lazy in the useful way: I learn fast so nobody has to do the same job twice. 18+ years across banking, ad-tech, public sector and large enterprise. I set the architecture for distributed teams, get old systems off legacy, and ship SaaS that runs ML and AI in production. I hire and mentor engineers, advise startups and speak at events.

LEADERSHIP FOCUS

- **Platform strategy:** own architecture decisions for distributed systems, define how teams build and run them, choose vendor platforms, and keep lock-in, technical debt and scaling risk under control.
- **AI platforms:** multi-agent orchestration, retrieval, model catalogs, guardrails, evals with golden datasets and thresholds that can block a release, and MLOps pipelines for deploying, monitoring and retraining models.
- **AI evidence and data:** proof that an AI system did what it says, with provenance, privacy by design, public verification and data governance.
- **Advisory:** advise executive committees including the COMEX, run technical due diligence, sit on architecture and AI governance boards, and build controls that meet the EU AI Act, GDPR and security rules.
- **Run and recovery:** SLO/SLA ownership, runbooks, N1/N2/N3 incident management, post-mortems, disaster recovery, fixing programs that are late, and FinOps cost work with showback and chargeback.
- **Adoption and developer experience:** usage KPIs, exec dashboards, ROI, ingestion contracts, schema governance, signed webhooks, typed SDKs, monorepos, accessibility (WCAG/WAI-ARIA), SEO, and coding with AI agents.
- **Operations:** production hardening, release automation, observability, data visualisation, and exposing services securely without making them hard to maintain.
- **Specification and standards:** write the documents an organisation builds against - API contracts, engineering rules, threat models and security control registers tied to the code - and the review process that enforces them.
- **People:** hiring, mentoring, building an internal engineering academy, public speaking, startup advisory, roadmap and OKRs, and talking straight with senior stakeholders.

CURRENT STUDY & DEVELOPMENT

I stay close to the code. Right now: Rust for async and systems work, Databricks for lakehouse delivery, and Omnigent for agent orchestration and evaluation.

PROFESSIONAL EXPERIENCE

Director of Software Engineering - DOMSELARDI

PARIS, FRANCE | FEB 2024 - PRESENT

I set the technical direction at DOMSELARDI and I still write code. The products cover AI attestation, sensor data provenance, platform operations and developer experience. I own the architecture, how we ship, and security.

- Built REMIS, an attestation layer behind an API. I decided where the crypto sealing, the timestamping and the privacy boundaries sit. Proof packages can be checked offline without showing the business data.
- Built Level Zero, a sensor-data normalisation layer for the defence industry that makes drone signal spoofing detectable. Inputs from different domains are validated against a schema and end up as one signed, hash-chained GeoJSON product that a public verifier can check.
- Wrote the API lifecycle rules once (RBAC, idempotency, versioning, audit trails) so every new endpoint ships on a known baseline instead of each team inventing its own.
- Built the multi-cloud infrastructure behind the paid tier of a leading open-source agentic-development platform: multi-agent orchestration, retrieval over vector search and live public-data ingestion, running on 12,000 VMs across four cloud regions.
- Run the model layer: an LLM gateway and model catalog in front of hosted and open-weight models, with guardrails and eval harnesses that run versioned golden datasets against pass/fail thresholds, so a release that scores worse cannot ship. A team picks a model on measured quality, safety and cost, not on a hunch.
- Put numbers on the platform: metered usage, showback and chargeback, and adoption KPIs on exec dashboards that link AI spend to what it produced.

- Migrated Flow-annotated JavaScript to TypeScript across web, backend and CLI, one piece at a time, without stopping delivery.
- Built an AI agent platform for a private equity firm, taking it from a single spec file to a product in production.
- Wrote an 800-line set of rules for how AI coding agents work on our production code: what they may change, when a task counts as done, and an independent review before anything is committed. AI writes most of the code now; I review it.
- Own a security control register for multi-tenant SaaS: eleven areas, from authentication, RBAC and tenant isolation to cryptography, secret handling, rate limiting, SSRF and audit logging. Every control points to the line of code that implements it, and the gaps still open are published.
- Turn vague product ideas into decisions a team can build against. Every part of the product gets an explicit contract before code starts, which keeps releases predictable.

Technologies: TypeScript, Node.js, Bun, Vue, SolidJS, React 19, Next.js 16 (App Router), Tailwind CSS, shadcn/ui, Python, Celery, Ruby on Rails, PostgreSQL, PostGIS, ClickHouse, MongoDB, Supabase, Drizzle, TypeORM, Snowflake, Databricks, Redis, BullMQ.

Tools and infrastructure: Docker, Nginx, Let's Encrypt, Fail2ban, D3.js, ECharts, GSAP, Kubernetes, Helm, Terraform and cloud-init (Infrastructure as Code) on AWS, Azure and GCP, GitHub Actions, Playwright end-to-end tests, Turborepo, pnpm, Sentry, Datadog, OpenTelemetry, Vercel, Railway, Render, Linear, Slack, Notion, Cursor, Claude Code, REST, RFC 7807, gRPC, protobuf, FinOps showback/chargeback, cryptographic sealing, qualified timestamping, hash-chained provenance, OGC SensorThings, MQTT, signed webhooks, Salesforce API, Magnolia CMS, payment integrations, API metering.

AI and models: Flowise open-source/SaaS Cloud contribution, LangChain Core, retrieval-augmented generation, Qdrant, Pinecone, FAISS, LLM gateway, model catalog, evaluation gates, AWS Bedrock, hosted model SDKs, self-hosted open-weight models.

Director Industrial Digital Transformation & Software Engineering - Inetum

PARIS, FRANCE | SEP 2017 - JAN 2024

I turned executive goals into architecture and working software for enterprise and public-sector platforms: cloud migration, observability, applied AI and regulated delivery. Teams of 10 to 30 people, spread across countries. I ran 120+ technical interviews for senior profiles, advised executive committees, and sat on the boards that decided on these programs.

- Led the Azure cloud migration of a bank's legacy finance suite, 145,000 users, onto cloud microservices, with source control, static code analysis, automated testing, and CI/CD as the delivery backbone.
- Fixed regulated programs that were behind: cleared the defect backlog by consolidating the batch-migration path, vetted the senior engineers myself, and put technical debt in front of executives as a decision to make.
- Improved delivery KPIs, grew the innovation budget by about EUR 4M, and cut about EUR 2M of OPEX on an insurance product. Led the RPA Centers of Excellence on UiPath and Blue Prism through modernisation and platform consolidation.
- Ran regulated public-sector platforms for paperless documents, e-signature, archiving and public finance, all on shared trust and archival workflows.
- Ran the public-sector portfolio nationally and regionally: finance, school transport, health workflows and archival trust chains, across organisations with different constraints.
- Set how regulated platforms were run: SLO/SLA targets, operational runbooks, N1/N2/N3 incident management with post-mortems, and disaster-recovery plans.
- Managed vendor platforms end to end, including an Alfresco document and archiving stack and an internal low-code platform. Kept platform ownership separate from business-application ownership, and kept an eye on lock-in and debt.
- Drove applied AI and ML work through Addstones for financial-services and asset-management clients, and built an internal engineering academy to grow senior skills.

Technologies: Docker, Nginx, Let's Encrypt, Fail2ban, D3.js, ECharts, GSAP, Java, Django, Node.js, TypeScript, Ruby on Rails, Celery, SQL, PostgreSQL, Oracle, MongoDB, ClickHouse, Redis, Kubernetes, Terraform, cloud-init, AWS, Azure, GCP, IBM i/AS-400 modernization, React, Angular, Vue, SolidJS, Bun, CI/CD, static analysis, automated testing, Splunk and other SIEM tools, AWS Security Lake, Datadog, OpenTelemetry, Alfresco document management and archiving, Magnolia, TYPO3, RPA platforms, HR/payroll, workforce management, urban planning, school transport, social-action case management, migration governance, SLO/SLA, N1/N2/N3 operations, DRP, enterprise data governance, vendor management, Agile/Scrum, DevSecOps.

Software Architect Team Lead - CustomerMatrix

PARIS, FRANCE | JUL 2015 - JUL 2017

I owned the frontend architecture and led the team on a B2B enterprise intelligence product. Technical decisions, reliable builds, search-backed workflows, and UI systems the next person could still maintain.

Technologies: Angular, RxJS, Python, Elasticsearch, Solr, semantic technologies, RDF/OWL concepts, SPARQL-oriented data models, enterprise UI architecture, WCAG/WAI-ARIA accessibility, SEO, frontend build tooling.

Senior Software Technical Lead - Ifeelgoods

PARIS, FRANCE | MAY 2014 - JUN 2015

I led front-end delivery on a B2B rewards SaaS platform: user workflows, E2E tooling, integrations with large retail marketplaces, and getting the money-related flows right.

Technologies: AngularJS, Ruby on Rails, Jenkins, Protractor E2E tests, retail marketplace integrations, CRM/rewards.

Earlier Engineering Roles

AUG 2007 - APR 2014

This is where I learned to ship, and to make things run at 60fps before that was easy. Banking, e-commerce, multimedia, luxury and hospitality brands, medtech and campaigns for Orange, Verseau Paris, Nemea Bank, eRepublik Labs, Yahoo, eMAG and Net Rom Business. Yahoo campaigns reached 8.2M monthly users, eRepublik had 6M players in 70 countries, and at Nemea Bank I helped build a pan-European online bank and its real-time payment product from nothing.

Technologies: HTML5/CSS3, Sass, Compass, WebGL, Canvas, WebRTC, Web Audio API, FileReader API, Web Components, jQuery, RequireJS, Knockout.js, ExtJS, Go, PHP, Symfony, Zend Framework, CakePHP, Yii, Smarty, Composer, Grails, Spring, JavaServer Pages, Tomcat, Maven, Ant, ActiveMQ, C#/.NET/ASPX, Magento, PrestaShop, Joomla, TYPO3, SilverStripe, WordPress, WP Engine, XML, JSON, MySQL, Google Maps API, MaxMind GeoIP, Capistrano, Rake, Bower, Grunt, Gulp, npm, Postman, git flow, TDD/BDD with Mocha, Chai, Jasmine, Karma and PhantomJS.

DISTINCTIONS & LANGUAGES

- Open source: Splunk Visualization Toolbox since 2023; Flowise open-source and SaaS Cloud contribution; earlier Angular UI Material and Benchpress.
- Community: Java Challenge France 2019 question author; AI/ML Hackathon mentor and jury, Université Paris-Dauphine; public speaking and startup advisory.
- Awards: Cannes Lions (shortlist, 2010), Sabre European Awards (Gold, 2010), Business Review Awards (Online Project of the Year, 2010), IPRA Golden Trophy (2009); Codility Golden Certificate (Omega, 2013).
- Study tracks: AWS Solutions Architect (Professional & Associate), AWS Developer & SysOps Administrator (Associate); TOGAF; ITIL 4 Foundation; CISA; Oracle Database 12c SQL; Docker; six UiPath RPA Academy diplomas (2018); cloud security (2020-2021).

Languages: Fluent in English, French, and Romanian.