

Théo Lubert

Head of Engineering / Tech Lead | Full-Stack TypeScript, APIs & AI

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Head of Engineering for six years at Scalian (formerly OneFirst): led a team of about 15 developers building applications for Dior, E.Leclerc, G7 and Veepee, first as an employee (2019–2023), then as a freelancer at Scalian's request (2024–2025). Freelance Tech Lead and full-stack TypeScript engineer through Byrds Consulting since 2024, for Vibe, AntemetA and Hospitalidée: React/Next.js and Node.js platforms, public APIs, secure authentication and production AI features. Co-founder and CTO of Revally. 16 years of experience.

~15 developers
led at Scalian, as an employee then as a freelancer

16 years
from native iOS to full-stack TypeScript

~100 partners
integrated on their own through the Vibe partner API he helped design

500+ paying businesses
in France on Revally, the SaaS he co-founded and runs as CTO

SKILLS

Leadership	Managing a team of about 15 developers, hiring (about ten people recruited), upskilling and mentoring, architecture and ADRs, stack standardization, code review, work breakdown, client workshops
Core (daily)	TypeScript, React, Next.js (App Router, Server Components), Node.js, NestJS, PostgreSQL, MongoDB
APIs & security	REST, OpenAPI, API versioning, partner integrations, OpenID Connect, OAuth 2.0
AI in products	OpenAI API, Claude API, Vercel AI SDK, MCP, LLM assistants and tools, generative image models
AI-assisted delivery	Claude Code and Codex, gated by strict TypeScript, runtime schemas and CI
Testing & observability	Vitest, Playwright, AI code review (Greptile), Sentry, PostHog, OpenTelemetry, Prometheus, Grafana
DevOps & cloud	Docker, GitHub Actions, GitLab CI/CD, Kubernetes, AWS, Cloudflare, Coolify, OVH, Vercel
Working knowledge	Rust (services at Vibe), PHP (Symfony), Python, Swift and Objective-C (iOS), Prisma, Tailwind CSS

PROFESSIONAL EXPERIENCE

vibe

Full-Stack Engineer, Partner Integrations & Developer Platform

Vibe.co (Connected-TV advertising, acquired by Walmart) *Feb 2026 – Sep 2026 · Paris · freelance via Byrds Consulting*

US AdTech platform for buying and measuring Connected-TV campaigns. Team of 7: one engineering manager, one product manager and five full-stack developers.

- **API versioning:** designed and implemented the partner API revision system (ADR, tooling, code): per-revision contracts and TypeScript adapters checked at compile time over one shared business-logic layer
- **Partner integrations:** worked on 5 partner integrations and built the Clay, AppsFlyer and Fivetran connectors as sole developer
- **Audience ingestion:** built audience-data ingestion services in Rust
- **Developer Platform:** contributed to the public REST API (campaigns, audiences, creatives, reporting), OpenAPI docs published on developers.vibe.co, test accounts and seeded data

Outcome: about 100 partners integrated with Vibe on their own through the partner API, and each moves to new revisions on its own schedule while existing integrations keep working.

Stack: TypeScript, React, Next.js, NestJS, Rust, PostgreSQL, OpenAPI, GitHub Actions, Kubernetes, AWS, Cloudflare

The 2024–2025 engagements below (AntemetA, Hospitalidée, Scalian) ran in parallel, about 2 days a week each.

Full-Stack Engineer, AI platform portals

AntemetA (cloud & cybersecurity) *Jan 2025 – Oct 2025 · Courbevoie, hybrid · ~2 days/week · freelance via Byrds Consulting*

AntemetAI is AntemetA's sovereign enterprise AI platform, launched commercially in February 2025 as AntemetA Suite: open-source models (Llama, Gemma, Mistral) hosted on the client's premises or in AntemetA datacenters (ISO 27001, HDS). Designed and built its user and admin portals, online within the first weeks and now in production.

- **User portal (SmarT):** AI assistants in a Next.js interface, streamed responses, conversation history, document management
- **Admin portal:** organizations, users and access rights, model and assistant configuration, usage tracking
- **LLM integration & SSO:** Vercel AI SDK and OpenAI API, tools exposed to assistants, context management, single sign-on with Entra ID and LDAP

Stack: TypeScript, React, Next.js, Node.js, PostgreSQL, Vercel AI SDK, OpenAI API

Tech Lead, Pro Santé Connect & practitioner search

Hospitalidée (digital health) *Mar 2025 – Jun 2025 · Paris · ~2 days/week · freelance via Byrds Consulting*

French patient-review platform for healthcare professionals and facilities. Connected the platform to Pro Santé Connect (ANS) so professionals' identities are verified without in-house document checks.

- **OpenID Connect flow:** state, code exchange, ID-token validation (signature, iss, aud, expiry, nonce), application session owned by Hospitalidée
- **Existing accounts:** matched on the RPPS number (the French national identifier for healthcare professionals) rather than the protocol identifier, so no account had to be migrated
- **ANS validation:** coordination with ANS, environment setup, CPS smart-card and e-CPS sign-in tested with ANS test equipment
- **Search:** real-time appointment search on third-party platforms, practitioner data aggregation and indexing, search caching

Outcome: when ANS changed its sub claim format in 2026, a year after delivery, no accounts required migration.

Stack: TypeScript, Node.js, Next.js, NestJS, MongoDB, OpenID Connect, OAuth 2.0

Head of Engineering, Digital Agency

Scalian Consulting *Feb 2024 – Apr 2025 · Neuilly-sur-Seine · ~2 days/week · freelance via Byrds Consulting*

When he left his permanent position in December 2023, Scalian asked him to stay on as Head of Engineering, leading the same team of about 15 developers, this time as a freelancer.

- **Technical leadership:** team of about 15 developers (architecture, technology choices, work breakdown, collaboration with product and business teams)
- **Clients:** E.Leclerc, Dior and G7 (content-management systems, warehouse-management tools, custom internal applications)

Stack: TypeScript, React, Next.js, Node.js, Express, Docker, CI/CD, Grafana

SCALIAN

Head of Engineering (2019–2023), Full-Stack Engineer (2017–2019)

Scalian (formerly OneFirst and Ezeeworld) *Oct 2017 – Dec 2023 · Puteaux / Neuilly-sur-Seine · permanent employee*

Digital agency building web applications for retail, luxury and industry clients. Joined as a full-stack engineer, promoted to Head of Engineering in 2019, leading about 15 developers.

- **Technical decisions:** introduced TypeScript across the team's projects from 2018, moved new projects to Next.js in 2021 for simpler development and better out-of-the-box SEO on consumer-facing apps, and set up shared linting rules and CI/CD pipelines
- **Internal framework:** built a developer framework bundling the team's conventions, tooling and infrastructure so new client projects start from a ready, consistent base
- **Leadership:** scoped technical solutions, supported and reviewed developers, organized the work and owned delivery quality
- **Dior (2020–2022):** supplier tracking and management application, from scoping with business teams to interface and services
- **E.Leclerc (2019–2022):** logistics and commercial tools for delivery management, vehicle-fleet visualization and price comparison (web and iOS)
- **Veepee (2017–2019):** automated allocation of store orders for partner brands, with interfaces to track and control allocations

Outcome: about 20 client projects started on the framework, saving ~5 developer-days each (~100 in total), plus indirect gains from a shared codebase (faster onboarding, developers moving between projects, a common technical language across teams).

Stack: TypeScript, JavaScript, React, Next.js, Node.js, PostgreSQL, MongoDB, Swift, GitLab CI/CD, Docker, Docker Swarm

ENTREPRENEURSHIP

Revally

Co-founder & CTO

Revally *Oct 2025 – present · Paris · run with two co-founders; client engagements take priority*

Local-visibility SaaS for restaurants, bars, pharmacies and other local businesses: local SEO, business information synced to 50+ platforms, review management and social content. The proprietary platform has fully replaced the initial white-label offer.

- **Product:** automated management of Google, Facebook and other business listings, AI-assisted review replies and social-media content generation
- **Platform & process:** Next.js 16 and the Vercel Workflow SDK, Docker on Coolify and OVH (France); one task per pull request, CI checks and an isolated preview per PR before review and merge

Outcome: 500+ paying businesses in France on the proprietary platform, built by three founders without a dedicated engineering team.

Stack: TypeScript, React, Next.js 16, MongoDB, Vercel Workflow SDK, Claude API, MCP, Vitest, Playwright, Sentry, PostHog, OpenTelemetry, Prometheus, Docker, GitHub Actions, Coolify, OVH



Founder, Byrds MDM

Byrds *2015 – Oct 2017 · Biarritz · company closed on joining Ezeeworld*

- Mobile-device management for small companies, designed from scratch: remote configuration of Wi-Fi, mail, VPN and identity certificates, permission-based BYOD model
- Went through Apple's MDM certification, set up AWS and Docker infrastructure, onboarded customers

Stack: Node.js, Express, Angular, MongoDB, Swift, Objective-C, AWS, Docker

OTHER & EARLIER EXPERIENCE

Generative-AI photo enhancement · **Sparkle** *Jul 2026 – Oct 2026 · side project*
Next.js app enhancing real-estate photo galleries with generative AI (a 20-photo gallery in a few minutes), with originals kept for human review.

Full-Stack Developer, website rebranding · **Mitwit Office** *2024 · Paris · freelance*
PHP / Bolt CMS work during a full rebranding: forms preselected from CMS page data, partner integrations, SEO and redirect plan.

Mobile Engineer, then R&D Engineer, Mobility · **Econocom** *Sep 2013 – Aug 2015 · Paris*
Tools to scale high-volume iOS and Android deployments (Apple DEP, MobileIron), a portable Mac mini integration station and scripted warehouse procedures.

iOS Developer · **Wopata** *Jul 2010 – Jul 2012 · Bordeaux*
Native Objective-C apps: Happeal (location-based dating), Mobigliss (wind and swell forecasts on animated maps), MailPerformance (email-marketing dashboards).

Teaching Assistant · **Epitech** *Nov 2009 – Jan 2011 · Bordeaux · part-time*
Helped students debug and review their projects, graded projects, prepared classes and wrote internal tooling (C, C++, Python, Shell).

RECOMMENDATIONS

> *"Théo worked as a freelancer in my team at Vibe, on TypeScript and Rust. Technically very strong and autonomous, and he doesn't just work through a ticket: when something doesn't hold up, he says so and proposes an alternative. The code he leaves behind is easy to pick up."*
>
> Maxime Blanc, Engineering Manager at Vibe (direct manager), July 2026, translated from French

> *"Excellent work from Théo, from the early project advice through to delivery. Communication is smooth and the result is technically robust."*
>
> Loïc Raynal, Founder & CEO of Hospitalidée, June 2025 (Malt review), translated from French

> *"Théo can manage a team of developers and set up and maintain a full-stack technical stack. He applies his tech-lead skills with ease, both internally and in front of clients."*
>
> Loïc Huvé, Lead Front-End Developer at OneFirst / Scalian, February 2024, translated from French

EDUCATION & CERTIFICATIONS

Epitech
Master of Science in Computer Science, 2014

California State University, Long Beach
Student exchange program, 2012

UC Berkeley, Haas School of Business
Student exchange program, 2013

- **DeepLearning.AI TensorFlow Developer Specialization**, Coursera, 2021
- **Deep Learning Specialization**, DeepLearning.AI / Coursera, 2021