

Nicolas Cava

Quebec City, QC, Canada
hello@nicolascava.com | +1 514 234 9208
linkedin.com/in/nicolascava | nicolascava.com



Strategic Engineering Leader

Director of Engineering with 15+ years building software-as-a-service platforms and scaling distributed teams across four continents. Proven ability to drive tech organizations through hypergrowth, complexity, and operational chaos into results-driven, resilient, and mission-aligned teams. Passionate about systems thinking, lean leadership, and delivering impact through empowered software teams.

Core Competencies

- Scalable engineering leadership through team empowerment.
- Organizational growth through cross-functional alignment and collaboration.
- Systems thinking for process improvement and operational efficiency.
- Strategic oversight of software-as-a-service architecture and delivery.
- Experience with distributed systems and cloud-native infrastructure.
- High-throughput API design and resilient application architecture.

Professional Experience

Director of Software Engineering

PixMob — Quebec City & Montreal, Canada
Feb 2021 – Mar 2025 (left for Zendesk in 2021, then returned)

PixMob is a Canadian scaleup delivering wireless lighting technology for live entertainment through LED wearables and immersive visual systems. Powered experiences at 2,000+ events across 40+ countries for 30+ major sports teams and top global artists to create large-scale interactive audience experiences.

- Rebuilt a struggling engineering department into a high-performing, empowered distributed team.
- Scaled APIs for LED device orchestration; deployed in the new LA Clippers stadium.
- Led innovation in light projection tech by pre-processing video-to-device rendering.
- Directed the technical due diligence that led to a \$13.5M vertical acquisition.

Tech: React, TypeScript, Node.js, Python, C++, PostgreSQL, MongoDB, GCP, Kubernetes, Terraform.

Engineering Manager

Zendesk — Quebec City, Canada

Nov 2021 – Sep 2023

Zendesk is a leading San Francisco-based SaaS provider of customer support and sales tools—ticketing, live chat, AI bots, analytics, and omnichannel communications—used by enterprises like Uber, Netflix, and Shopify. The company served 160,000 customers globally and achieved ~\$5 billion in annual revenue.

- Built and scaled multiple globally distributed teams for mission-critical messaging systems.
- Drove development of multi-channel messaging integrations processing millions of messages daily.
- Contributed to reliability improvements across a fleet of 1,000+ microservices.

Tech: React, TypeScript, Ruby on Rails, MongoDB, Redis, Kafka, AWS, Kubernetes, Datadog.

Engineering Manager / Senior Software Engineer

Swile — Montpellier, France

Dec 2018 – Nov 2020

Swile is a French fintech scaleup offering B2B2C financial products including digital wallets, P2P payments, and card management, supported by strong compliance and asynchronous systems. The company raised \$328M in funding, including a \$200M Series D led by SoftBank and Bpifrance, reaching a \$1B+ valuation.

- Scaled engineering teams within a company-wide growth of 525% in under 2 years.
- Delivered scalable banking and payment systems used by over 500,000 users.
- Designed a multi-scenario KYC system to support complex financial compliance workflows.

Tech: React, TypeScript, Kotlin, Swift, Ruby on Rails, PostgreSQL, Redis, Kafka, AWS.

Earlier Roles

- Co-Founder & CTO at Maple Inside.
- Senior Software Engineer at Petal.
- Front-End Technical Lead at Crakmedia.
- Software Engineer at Bewoopi, Wise Digital.
- Information Technology Auditor at City of Béziers.
- Co-Founder & Software Engineer at E-mediatly.
- Software Engineer (Intern) at University Hospital of Béziers.
- Founder & Consultant at Nicolas Cava (2009 – Present).

Key Achievements

- Led globally distributed teams across 4 continents.
 - Supervised and scaled organizations from small teams to 100+ engineers.
 - Built SaaS products reaching 160,000 B2B customers.
 - Architected scalable platforms with 1000+ microservices.
 - Co-led company through a \$13.5M business vertical sale.
-

Technical Proficiencies

- Languages & Frameworks: TypeScript, React, Node.js, Ruby on Rails, C++, Python.
 - Cloud & DevOps: Kubernetes, Terraform, Docker, GCP, AWS.
 - Databases: PostgreSQL, MongoDB, Redis.
 - Monitoring & Tooling: Datadog, Kafka, GitHub, Vercel, Figma.
-

Education

Professional License in Online Communication Services

IUT de Béziers, France — 2011

Advanced Technician Certificate, Computer Science

Lycée Jean Moulin, Béziers, France — 2010

Science & Industrial Techniques of Electrical Engineering

Lycée Jean Moulin, Béziers, France — 2008

Personal & Side Projects

- Grow: Gamified leadership development tool.
 - Empower: Systems to build empowered, distributed teams.
 - Notes: Engineering leadership content platform.
-

Personal Details

- Core Values: Contribution, Growth, Simplicity, Resilience.
- Personality Type: ESTJ-A.
- Interests: Writing, Entrepreneurship, Personal Development, Video Games, Rugby.