Ayoub Karouaoui

Tech Lead · Cloud Modernization & Enterprise AI

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PROFILE

Tech lead with 11 years of enterprise Java/Spring experience. I modernize legacy systems into cloud platforms on Azure, lead engineering teams, and bring enterprise AI (RAG) into production. I also design, build and deploy my own product end to end.

EXPERIENCE

Tech Lead / Scrum Master · Transactis, Lille, France — 2020 – Present

Joined as a full-stack developer, grew into Scrum Master, then Tech Lead. I own architecture, delivery and infrastructure decisions on the banking software products my team contributes to, and lead a team of 4 developers.

- **Monolith to microservices.** Owned development and delivery of an internal project management, CAPEX, forecasting and reporting tool used by PMOs. Split it into 5 microservices (custom authentication library, asynchronous report service), deployed on Azure Container Apps in a private cloud with blue-green releases, introduced Terraform for the platform, and delegated the code rewrite across the team. Release cycle went from every 2 months to every 2 weeks.
- **WebSphere to Kubernetes.** Developed features in a payment-flow monitoring application, then piloted and architected its migration from legacy IBM WebSphere to Spring Boot / React microservices on Kubernetes.
- **Enterprise AI & RAG (about 30% of my time).** Member of the AI squad proving out AI tooling through proofs of concept for company-wide rollout. Designed and built a secure, self-hosted RAG knowledge assistant running entirely on premises (hybrid search, documents added manually or collected from internal sources), live with a department of about 30 people.
- Hired contractors for the team, mentoring and onboarding developers.

Full-stack engineer · Sopra Steria, on assignment at Transactis — 2019 – 2020

Angular, Spring Boot.

Java / JEE engineer · ilem Group, Casablanca — 2017 – 2019

Supply-chain ERP for major retailers.

Java / JEE engineer · HARMAN, Casablanca — 2015 – 2017

Client features, support, onboarding new hires.

INDEPENDENT PROJECT

Nexus – adaptive engineering-learning platform (nexus-app.app)

Designed, built and deployed solo: real-world scenarios (debugging, system design, security, performance), Elo-based progression, AI hints and code review, real-time 1v1 code battles, sandboxed Java/Python/JavaScript execution, own authentication service, React web and native iOS clients. Spring Boot microservices, Spring AI + Gemini, PostgreSQL + pgvector, GCP Cloud Run.

SKILLS

Architecture	Software architecture, legacy modernization, microservices, cloud platforms, system design
Engineering	Java / JEE, Spring Boot, Hibernate, SQL, PL/SQL, Oracle, React, Angular, JavaScript
Cloud & DevOps	Azure Container Apps, Terraform, CI/CD, Azure DevOps, blue-green releases
Leadership	Technical leadership, mentoring, Scrum, delivery, hiring, AI adoption, secure RAG

EDUCATION & LANGUAGES

Engineering degree, ENSA Tetouan (2015). IBM Cloud Computing Advisor. Arabic, French, English: native.