



FABRICE DUCHE

smart driving your digital project to a whole new level



MAIN COMPETENCIES

- Project Leadership
- IT Architecture
- Full Stack Development
- Digital Transformation
- Lean & Agile
- Innovation Mgmt.



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VALUE PROPOSITION

“Leveraging upon latest technology trends and crafted development, I take a proactive approach to anticipating your corporate next big opportunity, efficiently delivering customer-centric value through digital innovation.”

Visionary and tactical project overseer well versed in strategic decision making:

- EU-ASIA culture, European with > 20 years in Asia (7 in China)
- Proven records in business development, management and networking
- Senior consulting level in IT solutions

Success driven and entrepreneurial multicultural team leader:

- Attentive coach who assists cross-functional project teams to intelligently reach the tangible results needed to move forward.
- Gentle and inspiring motivator, with the necessary business and technical background to ignite the spark for positive change.

Creative thinker with an extensive practice in Business-IT alignment:

- Architect and core developer of innovative, state of the art, corporate level IT custom solutions for startups and turnovers.
- Enhance business and IT processes, improving financial performance and marketplace competitiveness.



Operational Excellence (OpEx certified)

Scan the code to see my Portfolio:



INTERESTS

- Gardening
- Emerging technologies
- Finance & Investments
- Blockchain, IoT, AI
- Mindfulness
- Outdoors



MANTRA

“The people who are crazy enough to think they can change the world are the ones who do.”



LANGUAGES

- ENGLISH
- FRENCH
- CHINESE
- THAI



TECHNOLOGIES & APPROACHES

(This is the stack I mostly use)

PROJECT MANAGEMENT

Lean & Agile management
Analysis & alignment: SWOT / PESTLE / GAP / AHP / FMEA / ISO 31000
Collaboration: Google Workspace / MS Team / JIRA / Trello / Slack / Asana / Hygger

APPROACHES

DDD (Domain Driven Development)
Lean Six Sigma (black belt)
Agile: eXtreme Programming / Scrum / SAFe

QUALITY ASSURANCE

Code analysis (SonarQube) / Non-regression (Cloudnetcare) / Unit tests (JUnit) /
Performance tests (JMeter) / Usability tests (A/B testing, TRYMyUI) / Metrics
(Elastic Stack)

ARCHITECTURE

C4 modeling / Archimate / ServiceNow (EA Workspace)
Hexagonal & Clean architectures
Microservices & Event-driven architectures

DEVOPS

Git / Jenkins / Docker / Kubernetes / Rancher (RKE) / Terraform / Dynatrace
At ease with AWS, GCP and more.

SECURITY

Bastion / Vault / Keystore (JKS) / IAM (Cloud based, Keycloak, Ping) / SIEM (Elastic
Security, Splunk, IBM QRadar)
Familiar with crypto libraries (ie: BouncyCastle).

LANGUAGES

JAVA (JSE, JEE) / PHP (Zend, Yii, Codeigniter, Cake) / Python / Groovy / Go
Familiar with many Java libraries (Guice, Hibernate, Shiro, SLF4j, GSON,
Xerces, Mina, iText, Jmail, etc...). Quarkus evangelist.

FRONT-END

JavaScript (ES6) / HTML5 / CSS3 / jQuery / Bootstrap / Angular & React (notions)
Mastering SPA (Single Page App) and CDO (Content Delivery Optimization) issues.

BACK-END

Glassfish | Payara / Websphere / Tomcat / Nginx / LAMP | XAMPP / Node
With High Availability setup including in multi-cloud or hybrid-cloud environments.

DATA

DB: MySQL | MariaDB / Derby / Cassandra / MongoDB / InfluxDB / Neo4J (bases)
EBS: Oracle MQ / RabbitMQ / Kafka / Mosquitto
Caching: Redis / Hazelcast / Infinispan / Caffeine

OS

Linux (Unbutu, CentOS, Tails, Kali) / Window Server (WS 2003 to WS 2022)
Including regular maintenance and server hardening.

ECOMMERCE

Salmon / Magento / BigCommerce / Shopify / Prestashop / WP Woo / Liferay
With specific understanding of scalability and performance issues.

OTHER

IoT (Arduino & Raspberry) / Blockchain (Ethereum, Bitcoin...) / AI (bases)



EDUCATION & TRAINING

Self-made man	●	Since I was a teenager I have been passionate about everything IT. Started to code with a zx81 from Sinclair. Have been an early adopter of Sun Java back to 1996-97. Now taking deeper steps into IoT, blockchain and AI programming.
Electronics certificate	●	BEP electronique (CNED, France, 1995) Electronics engineering certification. Useful for any IoT project.
Innovation mngt. certificate	●	Innovation Management (Coursera, 2020) Innovation Management course offered and graded by Erasmus University Rotterdam.
Agile Scrum certificate	●	Scrum Foundation, SFPC (Certipro, 2020) Scrum professional course & certification by Certipro.
Agile leadership certificate	●	Agile Transformation and Scaled Agile (Udemy, 2022) Leading agile transformation for big enterprises course by ICAN Consultancy.
Adv. management certificate	●	The Complete Management Skills (Udemy, 2022) Similar to MIT's Advanced Management Program. Used at Amazon®, Unilever®, Walmart®, Nissan®, Citibank® and other top firms. Course by Eazl business school.
Lean Six Sigma certificate	●	Lean Six Sigma Black Belt (Udemy, 2022) Lean management, manufacturing and 6 Sigma course by Six Sigma Academy Amsterdam.
Risk management certificate	●	Risk Management Expert (Udemy, 2023) Risk Management FMEA ISO 31000 course by Six Sigma Academy Amsterdam.
OPEX certificate	●	Operational Excellence, OPEX Expert (SSAA, 2023) BKO accredited expert training and examination by Six Sigma Academy Amsterdam.
FinOps course	●	FinOps at your Organisation (Udemy, 2023) FinOps executive education offered by Deloitte SAM Academy.



PROFESSIONAL HISTORY

- **(G) Freelance Consultant, France, 2020 to now.**
 Providing expert CTO service with technical hands-on, designing business aligned digital architectures, evangelizing teams on business-first, quality and performance approaches. Clients range from startups to well established corporations.
 While delivering service at ADEO (G-01), architectural decisions and approaches I promoted helped the group business unit I was in reduce to 40% its TCO, accelerate by a factor of 5 its velocity, remotivate the team and led to an innovative, fully rethought digital product.
Featured IT Works (G-01) and (G-02)
- **(F) General Partner, First Blend Inc (USA), 2017 to 2022.**
 Overseeing venture financing negotiations and strategic partnerships. Handling Salmon eCommerce SaaS solution project tune up and road map. Coding deep core Salmon upgrades being delivered on a continuous R&D basis. Advising start-ups on strategic IT leveraging opportunities to gain competitive advantages. Managing a growing team of international remote co-workers.
 I successfully landed Salmon (F-02) onto a highly competitive market by leveraging upon deep tech alike strategies, clear USP pinpoint, constant biz/IT alignment and personalized customer experiences. Reached an average 85% customer loyalty rate (NPS 90, RPR 96, UR 68) and a steady client base grow.
Featured IT Works (F-01) and (F-02)

"Fabrice is one of a kind! He knows exactly what you need before you finish explaining."

Scott Halford

Director

Halford Technologies

"Fabrice, is an expert at his craft. He is very knowledgeable on the latest technology trends, but he also has the patience and wisdom to determine what will be the best for your project."

W. Nicole
CEO
Rags Exchange

"I am amazed at how easily Fabrice won the trust of the Chinese government and was allowed to develop projects in Tibet when everyone else was denied so."

Paul Yi
Chairman
5C Group International

● **(E) Appointed Director, First Blend LTD (UK), 2014 to 2016.**

Ongoing coding and market delivery of E2Cserver & tools, a versatile yet powerful, performance oriented answer to modern online business challenges. Remotely handling daily company matters from Hua-Hin, Thailand.

Though consolidating code bases and approaches I had developed over years into a SaaS platform, I allowed clients to greatly reduce their TCO while boosting their TTM. In the case of MobileExchange (E-01) this made the project go live in less than 6 months at 1/3 of the otherwise estimated budget.

Featured IT Works (E-01) and (E-02)

● **(D) Advisor and Consultant, Bangkok, 2011 to 2015.**

Ventured into various business avenues, mostly real estate investments and IT related.

Provided advices to start-ups, ranging from business development to technological choices. Conceived MBlue SMS Server, a 2 ways communication software mainly targeted at the dating/entertainment industry.

Back to that time, there was no global offer for SMPP-HTTP connectivity. The solution I conceived for Polarboot (D-02) allowed it to aggregate individual, country level SMS gateway offers into a single platform, saving hundred thousands USD on connection and operating fees.

Featured IT Works (D-01) and (D-02)

● **(C) Partner and Consultant, Xizang Baidou Trade & Consulting, Lhasa, Tibet, 2006 to 2011.**

Oversaw full executive functions, including strategic planning, operations, finance, P&L, marketing, HR, and administration. Provided general management and FDI consulting services to ASEAN, US and EU clients regarding operations in Tibet. Advised local firms on international marketing and business development issues, with a strong focus on e-Commerce. Started first Tibet real estate and investment opportunities listing for international investors.

Featured Challenges & Results (C-01)

● **(B) Managing Director, BFDC, Beijing, 2004 to 2006.**

Set up and operated online China incorporation services directed at foreign companies. Conducted business consulting practice for Chinese and International companies in various business ranges, mostly related to international deals, sourcing, and foreign direct investment. Created and did run CareerShore international internship placement online platform which managed around 150 000 offers world-wide.

Started as a free service to help international students, I managed to grow CareerShore (B-01) into a mature and very popular service. Side revenues I negotiated such as travel, housing, insurance deals allowed to keep the core activity affordable to on-budget students.

Featured IT Works (B-01)

Featured Challenges & Results (B-02)

● **(A) Freelance Consultant, Bangkok, 1989 to 2004 (in short).**

Marketed Thai art crafts and regional products abroad, handling export related procedures on achieved sales. Participated in tourism promotion through various partnerships, including world famous "Amazing Thailand". Marketed Offshore Investment to wealthy individuals in cooperation with Caribbean based financial services providers. Delivered IT consulting services to local and foreign companies.

One of my first IT business adventure, StarIP2000 (A-01) was also one of the first adware at that time. I literally went door to door to sell ads placement to small shops. It actually worked and allowed me to finance my career and travel perspectives.

Featured IT Works (A-01)



FEATURED IT WORKS

(A few things I coded with love and passion)

(G-01) TL & Solution Architect, ADEO Group, [Adeo.com](#)

Conceived both code and architecture of an internal reporting and management application framework connecting branches and suppliers data internationally. Daily interacted with business, secops, legal teams to insure continuous alignment.

[Java | Quarkus | Vertx | MongoDB | IAM | Docker | K8S GKE | Hexagonal Archi. | C4 | DDD | Scrum ...]

(F-01) CTO hands-on, [Easyssl.us](#)

Created an SSL certificates automated application and renewal online service. Coded the whole back-end solution and the website, set up high availability and custom monitoring scripts. Service is a time-saver and ease the whole process for users.

[Java | BouncyCastle | ACME | SSL | Docker | Bootstrap | JS | HTML5 | CSS3 ...]

(E-01) TL & Software Architect, [MobileExchange](#)

Mobile application allowing phone resellers and repair shops to scan and manage their stock, to instant get relevant information (ownership, specs...) about any phone they are being handled though factory connectivity. Archived at <http://cdump.e2cserver.com>

[Android | Java | IMEI | Google Vision | RabbitMQ | MongoDB ...]

(D-01) Full-stack Developer, [RagsExchange, Upstyla.com](#)

In-house Magento improved version for the original marketplace, including custom memory caches, recoding of resources hungry functions, ultra fast speed boost, and overall code robustness.

Productivity gain 30%, Speed gain X10.

[Magento | PHP | On-Page Optimization | MySQL | jQuery | HTML | CSS ...]

(B-01) Founder, Full-stack Developer, [Careersshore.com](#)

Online Internship Placement Service, with automated match making, profile submission, documents generation, career advices. ~150K offers at peak times.

[Java | IBM Websphere | MySQL | Vanilla JavaScript | HTML | CSS ...]

(G-02) Transition CTO, Undisclosed recipient

Confidential agreement until 2026. Firm in the human resources. Acted as CTO with technical hands-on to bootstrap the whole infrastructure, define strategies and road-map, select technologies and insure on-time compliant platform delivery.

[Java | Quarkus | MongoDB | Keycloak | S3 | Affinda AI | WebRTC | Cloudflare | K8S RKE | Hex. Archi. | Lean ...]

(F-02) CTO hands-on, [Salmon-ecommerce.com](#)

Conceived and developed an innovative, decoupled Hybrid/Headless CMS and its whole SaaS platform, with built-in performance oriented mechanisms and metrics. Perfect for large and complex ecommerce websites and demanding online applications.

[Java | API | MVC | Agile | REST | Crypto | Data Science | Kafka | DevOps | JS | HTML5 ...]

(E-02) FSD & System Architect FAFSA, [Studentaid.gov](#)

For a private operator, automated submission and approval updates of Federal Student Aid (US government agency) application. Re-coding of the whole internal software and system architecture.

[Java | System Administration | SQL Server | REST | JS | HTML5 | CSS3]

(D-02) Lead Developer, [Polarboot](#)

Developed in Java a whole featured SMS server with authentic two-ways channel (MO/MT/WebSMS), along its web platform (monitoring, SMS chat), premium numbers handling, high speed messaging (avg. 20K messages/second).

[Java | MQ | JMS | Glassfish | Servlet | UI/UX Design | JBoss | Hibernate | JS | HTML | CSS ...]

(A-01) Full-stack Developer, [StarIP2000](#)

IP and network software, allowing hosting without static IP. DynDNS alternative based upon dynamic IP update on a redirected HTTP web page.

[Java | Network Administration | DNS | TCP/IP | MySQL | JS | HTML | CSS ...]

- More examples upon request -



FEATURED CHALLENGES AND RESULTS

(How I leverage IT for competitive advantage)

(C-01) While running Xizang Baidou Trade & Consulting , Lhasa, Tibet

- Challenge:** Take advantage of the 'Go West' PRC Ministry of Commerce 2006 green lights to set up an investment promotion agency in Tibet Autonomous Area and assist international business there.
- Actions:** Applied diplomacy to secure authorizations for business projects and resolve on site issues. Managed innovative marketing model over Internet based business social networks groups to achieve awareness of Tibet as a quality business and leisure destination. Applied advanced e-marketing techniques and achieved ranking in the top 200 most active companies within a 400,000 member base at 'www.ecademy.com' (*) in a couple of months. Identified and prepared e-campaign toward a one million potential customer base of people with proven interest in Tibetan products and culture world-wide.
- Results:** Prepared and introduced to investors a 'Winter Sport Station' project with first funds venture round at euros 2M. Second round planned at 10M. Developed UNESCO award winning Tibet hand crafts social organization online presence and strategies. Implemented CMS and CRM systems. Delivered guidelines resulting in a 30% sales increase. Promoted going to Tibet in winter in partnership with business and official leaders which was successful in attracting national and international travelers. Prepared Tibet Investment and Trade Fair 2008 event to attract international business and investment to the region and act as a business center and first-ever opportunity for buyers and sellers to meet and discuss.
- Bottom line:** Was able to leverage on new policy and IT expertise to access an untapped market.
- Note: After the 2008 riots in Tibet, all high scale projects had to be cancelled as the region became strictly regulated with regard to the presence of foreigners. Despite this situation, I stayed there up to 2011.

(B-02) While running BFDC, Beijing

- Challenge:** Exploit China market opportunities with speed and fundamentally sound reading of potential revenue results. Represent EU-China business interests for expansion into previously unexplored global markets. Direct entire business lifecycles as a hands-on, tireless partner.
- Actions:** Researched Chinese laws and usages against commonly accepted business practices, verified and proved resulting 'in situ' conclusions by setting up a consulting firm in the field of business formalities, foreign investment consulting, business introduction to China. Introduced multiple strong ROI opportunities.
- Results:** Developed an online business service which assisted hundreds of foreign companies to conduct successful and repeated business with China based counterparts. Estimated transaction turnovers in euros 1M, FDI 5M. Designed and operated an in depth training program in China Business & Investment for business individuals comprising legal, administrative, business, cultural, pitfalls avoidance and practical courses. Certified ~ 300 individuals. Started up the first international online internship service in China in 2004 which did grow into serving thousands of students every month from and to more than 200 countries.
- Bottom line:** Rapidly entered the Chinese market though proper market analysis, strategy, and marketing.

(*) *Ecademy was a membership organization allowing entrepreneurs and business owners to connect, support and transact with one another.*
<https://www.crunchbase.com/organization/ecademy>

- More examples upon request -