

SEBASTIEN AGEORGES

Dual Nationality: French & Canadian
Mobility: Open to Global Relocation
Location: Toronto, Canada
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LANGUAGES

French (Native)
English (Professional)

TECH STACK & LANGUAGES

C++C#Unreal Engine

Unity EnginePython

GLSL & OpenGLAnvilNext

BlueprintPerforce & Git

Jira & ConfluenceDocker & CI/CD

LM StudioComfyUI

Lora and models creation

EDUCATION & PERSONAL PROFILE

McGill University (2013): Interpersonal Skills, Leadership & Conflict Management.

Ubisoft Campus (2007): Associate of Applied Science (AAS) in level design - Valedictorian.

Self-Taught Expert: Built a 17-year career in AAA without initial academic degrees.

Neuroatypical Profile: Leveraging neurodivergent lateral thinking to solve crisis-level technical bottlenecks.

AI STRATEGY & ARCHITECTURE

Sovereign AI Infrastructure: Designed and deployed "No-Cloud" Local LLM ecosystems (Llama 4, DeepSeek) ensuring 100% data privacy and IP retention for enterprise environments.

Agentic Workflow Orchestration: Engineered autonomous multi-agent systems using AutoGen to automate code refactoring, narrative generation, creativity and complex logical tasks.

Scalable Deployment: Containerized inference engines (Docker, OpenWebUI) for rapid, latency-free internal tool distribution across development teams.

TECHNICAL DIRECTOR | ENGINEERING MANAGER

EXECUTIVE SUMMARY

Strategic Engineering Leader with over 17 years of leadership experience across top-tier technical environments (Ubisoft, Bandai Namco, Tencent), specializing in highly scalable systems, cross-functional organization, and sovereign AI infrastructure. Proven track record of managing multi-disciplinary engineering functions (Front-End, Back-End, Tools, Mobile), orchestrating complex headcount and resource budgets, and establishing sustainable performance and recruitment structures. Expert at translating high-level business goals into predictable Agile execution while cultivating high-performing engineering cultures.

PROFESSIONAL EXPERIENCE

- 2025 – 2026

Technical Director Consultant
Self-Employed
 - Provided high-level engineering consultancy, technical direction, and comprehensive architectural auditing for scalable software and production systems.
 - Advised corporate stakeholders on performance monitoring, complex pipeline optimization, and multi-team engineering scalability structures.
- 2023 – 2025

Senior Technical Director
Bandai Namco (Reflector Entertainment)
 - People & Performance Leadership:** Directly managed and mentored Leads, Engineers, and Designers. Owned annual performance metrics evaluations and salary review cycles in close alignment with HR.
 - Budget & Capacity Planning:** Supervised person/time allocation and structural budgets; optimized team composition and workforce distribution strategies (% Senior, Intermediate, Junior) to ensure highly predictable delivery cycles.
 - Recruitment Lifecycle:** Directed high-volume engineering recruitment pipelines, establishing standardized technical screening workflows.
 - Operations & Certification:** Enforced hardware performance baselines and strict optimization standards to secure flawless compliance across all target distribution environments.
 - Vendor Management:** Set scalable co-development protocols and technical auditing guidelines to secure seamless integration from external outsourcing vendors.
- 2022 – 2023

Tech Leader
Tencent (TiMi Studio Group)
 - Department Engineering Scale:** Orchestrated large-scale departmental expansion and technical recruitment frameworks. Handled strategic headcount and capacity negotiations based on skill-mix optimization.
 - Global Infrastructure Operations:** Streamlined the long-term technology roadmap, defining unified architectural standards and cross-platform pipelines across multi-site international hubs.

VOLUNTEERING & DE&I

Published Author (2025): Wrote and self-published the autobiography "Au-delà des étiquettes" (English: "No box fits me"), advocating for mental health awareness, neurodiversity inclusion, and unconventional career trajectories in tech.

Diversity & Inclusion Committee Member at Bandai Namco.

Neurodiversity Advocacy & Awareness (ADHD, gifted).

LGBTQ+ Inclusion Advocate.

PROFESSIONAL EXPERIENCE (CONT.)

- 2011 – 2022
 - Technical Director (AI / Design / R&D / Tools / Systems)**
Ubisoft
Projects: Assassin's Creed (3, Unity, Odyssey, Valhalla), Rainbow Six Siege, For Honor.
 - Engineering Function Leadership:** Led a centralized engineering department of 12 personnel, focusing on Team Leads and Core Software Architects. Cultivated a servant-leadership approach with recurrent 1:1 rituals, ensuring high accessibility and proactivity in gathering cross-functional information.
 - Full-Stack Scope Ownership:** Supervised both Front-End (proprietary automation suites, tool programming, UI editors) and Back-End (simulation engines, AI architecture) frameworks to eliminate developer bottlenecks.
 - High-Uptime Client-Server & Mobile Systems:** Architected fundamental systems for 3 massive multiplayer games leveraging complex, internal client-server infrastructures. Directed the engineering of a mobile prototype game (iOS & Android) built on the Unity engine.
 - HR Governance & Budgets:** Commanded annual talent reviews, career development roadmaps, and salary adjustments with HR. Handled person/time budgets, structuring team distribution across seniorities to maximize deployment velocity.
 - Global Recruitment & Training:** Owned local and international tech hiring processes. Deployed to international branches (such as Ubisoft Annecy) to train, upskill, and mentor local technical engineering divisions.
 - R&D and Tax Incentives:** Directed Scientific Research and Experimental Development (SR&ED / RS&DE) initiatives, securing operational ROI on next-generation automated systems.

TECHNICAL MENTORSHIP & MASTERCLASSES

- 2023
 - Consultant for Immersive Frameworks**
College Thetford
 - Advised on AR/VR production architectures.
- 2015 – 2016
 - Lead Masterclass Trainer**
Ubisoft La Forge
 - Spearheaded advanced Intermediate C# tracks in Unity.
- 2008
 - Technical Instructor**
Ubisoft Campus
 - Developed engine limitation and technical logic courses.

KEY TECHNICAL ACHIEVEMENTS

- Custom Core Engines:** Engineered a proprietary real-time rendering engine from scratch in C# using OpenTK. Developed an optimized 38kb standalone executable featuring runtime weather and time-of-day states.
- Procedural & Shader Engineering:** Built 100% procedural photorealistic and Physically Based Rendering (PBR) pipelines utilizing custom GLSL shader layers.
- UI Frameworks:** Designed and implemented early cross-platform user interface architectures under Unity Engine.