



MOHAMED CHAABANI

Software Architect / Tech Lead / Engineering Manager

18 years of experience — Technical architecture, engineering team leadership, large-scale delivery

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PROFESSIONAL SUMMARY

Senior Software Architect and Engineering Manager with 18 years of experience in Java/JEE, including more than 10 years specializing in Adobe Experience Manager (AEM) and large-scale enterprise architectures.

I work on both technical architecture and the operational management of engineering teams, having led cross-functional teams of up to 12 people (cross-team management across 3 teams), covering technical support, career development, annual reviews and day-to-day team management (leave, capacity, prioritization).

Holder of the Adobe Certified Master – AEM Sites Architect (2026), Adobe Certified Expert – AEM Developer (2018) and AWS Certified Solutions Architect – Associate (2023) certifications, I am recognized as a trusted technical advisor to business (MOA) and technical (MOE) stakeholders, with a strong ability to rally cross-functional teams around a clear and pragmatic technical vision.

SKILLS

Management

- Engineering team management (up to 12 people, cross-team across 3 teams)
- Technical support and guidance on architecture & development decisions
- Annual performance reviews: strengths, areas for improvement, objectives
- Reporting to management (performance summaries, recommendations)
- Leave and capacity management based on ongoing projects
- Mentoring and promotion of engineering best practices
- Onshore/offshore team coordination
- Agile methodologies (Scrum, Kanban)

Architecture & Engineering

- Enterprise architecture, CMS platform migration (AEM Cloud Service)
- Domain-Driven Design (DDD), Microservices
- Audit of existing architectures and design of the target architecture
- Security, authentication (OKTA), compliance
- CI/CD, DevOps, high availability

AI

- AI as an engineering productivity lever (Claude Code)
- Currently leading a study on integrating Claude Code into development workflows

Technologies

- CMS/AEM: AEM as a Cloud Service, AEM 6.2/6.4/6.5, CQ5, HTL, Apache Sling, OSGi, JCR, DAM, Dispatcher
- Java/JEE: Java 8/11/17/21, Spring Boot, Spring Core, Spring MVC, JAX-RS, Maven, Groovy
- Cloud & DevOps: AWS, GCP, AEM Cloud Manager, GitLab CI/CD, Jenkins, Splunk, Sonar
- API & Integration: REST, SOAP, Apigee, OKTA
- Databases: MySQL, PostgreSQL, MongoDB, JPA, Hibernate
- Frontend: HTML, CSS, JavaScript, jQuery, Ajax, JSON

CERTIFICATIONS

- Jan 2018 Adobe Certified Expert – AEM Developer
- May 2023 AWS Certified Solutions Architect – Associate
- Apr 2026 TOEIC: 930/990 (Listening 485/495, Reading 445/495)
- Sept 2026 Adobe Certified Master - Adobe Experience Manager Sites Architect

PROFESSIONAL EXPERIENCE

AEM Enterprise Architect / Java JEE

Nov 2025 – Present

Rolex — CMS roadmap and AEM 6.5 LTS migration for Rolex digital platforms.

Management

- Manage a team of 5 people (4 developers, 1 QA), providing technical support and guidance on decisions and best practices
- Conduct annual performance reviews (strengths, areas for improvement, objectives, skill gaps) and report to management
- Handle leave approvals based on team capacity and project priorities

Technical

- Lead a comparative CMS study to evaluate AEM against competing platforms
- Develop POCs on AEM as a Cloud Service
- Provide technical and functional support to offshore development teams
- Lead the migration to AEM 6.5 LTS
- Audit the existing architecture and design the target architecture
- Act as technical advisor on best practices and methodological compliance
- Support MOA and MOE teams in technology decisions
- Develop a POC on Content Stack as an alternative headless CMS

AI

- Use Claude Code daily to improve engineering productivity (code generation, debugging assistance)
- Lead a study on integrating Claude Code into the team's workflows

Stack: AEM 6.5 LTS, AEM Cloud Service (PoC), Contentstack (PoC), HTL, Java 11/21, Apache Sling, Dispatcher, GCP, Gitlab CI/CD, NodeJS, Groovy, Splunk, Sonar

AEM CMS Architect

Sep 2023 – Oct 2025

Accor Hotels — Migration of legacy CMS platforms to AEM for Accor's international hotel brand websites.

- Proposed architectural improvements for site performance and scalability
- Validated the technical feasibility of business requirements
- Provided technical support to onshore and offshore teams
- Led the migration of legacy CMS platforms to AEM as a Cloud Service
- Provided technical support for DAM and Dynamic Media
- Audited the existing architecture and designed the new target architecture
- Secured AEM resources and access control policies
- Set up a new middleware layer
- Acted as technical advisor on best practices and methodologies
- Took part in team recruitment interviews

Stack: AEM Cloud Service, HTL, Java 11/21, Apache Sling, Apigee, Spring Boot, MySQL, AWS, Redis, Gitlab CI/CD, NodeJS, Groovy, Splunk, Sonar

Software Architect

Sep 2020 – Aug 2023

Engie (particuliers.engie.fr) — Complete overhaul of Engie's consumer website, moving toDDD and modern authentication.

Management

- Cross-team management of 3 teams (12 people: developers and QA), providing support and guidance on technology and architecture choices
- Conducted annual performance reviews of team members and reported to management
- Handled leave approvals across the 3 teams based on capacity and project priorities
- Scope limited to developers and QA — Scrum Masters and Product Owners managed separately

Technical

- Designed new architectures to improve site performance
- Validated the technical feasibility of business requirements
- Coordinated cross-functional teams across the entire delivery chain
- Led the security audit and remediations
- Migrated to OKTA for modern authentication
- Architected and led the migration to a Domain-Driven Design (DDD) model
- Audited the existing architecture and defined the target architecture
- Supported MOA and MOE stakeholders in technology decisions

Stack: AEM 6.2/6.4, HTL, Java 8/11/17, Apache Sling, Spring Boot, JAX-RS, Maven, AWS, CloudWatch, Redis, OKTA

Java JEE Lead Developer

Feb 2017 – Aug 2020

Engie (particuliers.engie.fr) — Redesign and iterative development of Engie's consumer website (team of 6 to 10 people).

- Developed new modules and web features
- Managed UAT and PROD releases
- Set up the unit testing strategy and BDD practices
- Migrated service calls from SOAP to REST
- Led the CMS migration from CQ5.6 to AEM 6.2
- Wrote technical specification documents
- Took part in the technical steering committee

Stack: Adobe CQ5, AEM 6.2/6.4, HTL, Java 6, Apache Sling, Spring Boot, JAX-RS, Maven

Java JEE Lead Developer

Oct 2015 – Jan 2017

Valtech — Fixed-price CQ/AEM projects for multiple clients (teams of 3 to 4 people).

- Developed new web modules and managed application enhancements
- Managed UAT and PROD releases
- Wrote Shell scripts to automate releases, file imports and JCR updates
- Wrote technical specification documents
- Estimated technical tasks and distributed work among developers

Stack: Adobe CQ5, Java 6, Apache Sling, Groovy, Shell

Team Lead / Java JEE Senior Developer

Jun 2014 – Sep 2015

DigitasLBi — Development of the Helios platform for Renault, Nissan, Datsun and Infiniti (team of 10 people).

- Contributed to architecture solution proposals
- Led an offshore team in Vietnam and 4 developers in France
- Developed the Nissan and Renault portal
- Maintained the platform and delivered new features

Stack: Adobe CQ5, Java, Apache Sling, MongoDB, CXF, JAX-RS, Spring 4

Java JEE Senior Developer

Feb 2014 – May 2014

CACIB – Crédit Agricole Corporate & Investment Bank — Maintenance and evolution of BLOFI, a treasury operations tracking application.

- Level 3 technical support
- Delivered application enhancements aligned with business needs
- Managed production deployments and disaster recovery plans
- Technical study for the application redesign

Stack: Java, Maven, JDBC, Struts 1, SQL, Sybase, stored procedures, JSP

Java JEE Senior Developer

Oct 2012 – Jan 2014

NCR Corporation — ATM service publishing and advertising campaign management platform (team of 4 people).

- Developed user interfaces and the associated business logic
- Wrote and integrated unit tests
- Migrated the persistence layer from JPA to Spring Data JPA
- Analyzed and resolved production bugs

Stack: Java, Maven, Tomcat 7, Jenkins, GWT, Smart GWT, Spring Data JPA, JUnit, TestNG, CSS, PostgreSQL

Java JEE Software Engineer

Oct 2010 – Aug 2012

NAOSEcurity — Software vendor specializing in security solutions (team of 10 people).

- Produced UML models (class and sequence diagrams)
- Developed web services and an encryption module for client/server communications
- Developed the NaosListener module

Stack: Java, Maven, Tomcat 6, Jetty, Debian 6, Sonar, JUnit, TestNG, jQuery, MySQL, Struts 2

Java JEE Software Engineer

Jan 2008 – Jul 2010

DEV SYS (Québec, Canada) — Application development in the insurance domain (team of 6 people).

- Wrote technical specification documents
- Created UML class diagrams
- Developed application modules and unit tests
- Integrated the auto pricing module into the general pricing engine
- Met with clients to validate functional requirements

Stack: Java, Struts 1, MySQL, Tomcat 5, JUnit, Hibernate, JSP, HTML, JSTL, CSS, Ajax, JavaScript

EDUCATION

- 2008 — Certificate in Computer Science — Université Laval, Québec, Canada
- 2005 — DUT in Computer Science — INSAT, Tunisia

LANGUAGES

- French: bilingual
- English: fluent (TOEIC 930/990)
- Arabic: bilingual