



# NICOLAS LANQUETIN

TEAM LEAD

## PROFILE SUMMARY

With over 15+ years in the tech industry, including a decade of leadership experience with diverse, international teams, I embody empathetic leadership, strategic innovation, and agile practices. My journey underscores a deep commitment to technology development, blending empathy with clear and structured communication to foster team synergy and operational efficiency. I specialize in bridging product management and engineering teams, optimizing performance, and driving collective talent towards streamlined outcomes.

## PROFESSIONAL EXPERIENCE

### ● TEAM LEAD | FULL STACK DEVELOPMENT July 2014 - Present

Onapsis Europe GmbH - Cybersecurity

- Leading a team of Full Stack ABAP and Java experts to develop the market-leading security code scanner software for ABAP, officially endorsed by SAP.
- Directing the EMEA architecture team to coordinate cross-product architectural decisions, ensuring consistent approaches and seamless interaction among various products and components.
- Upholding and enforcing quality standards and common guidelines in software development practices, ensuring excellence and integrity in product development and team performance.
- Cultivating a culture of collaboration and open communication across different teams, enhancing team cohesion and fostering an environment of mutual respect and support.
- Implementing agile methodologies and continuous improvement processes to optimize team performance and product quality.
- Mentoring and coaching team members, providing technical guidance and career development opportunities, reinforcing a leadership style that values empowerment and individual responsibility and growth.

**Technologies:** ABAP-OO, Add-On Development, S/4 HANA, SAP Workflow, RFC, JSON, REST, Web Services, Proxies, SAP Gateway, Zero Footprint Code-Retrieval

**Methodologies:** Accenture Delivery Methods, Agile Development with Scrum

### ● SYSTEMS ANALYST May 2008 - June 2014

Accenture GmbH - Management Consulting

- Led cross-functional teams, including offshore units, in technical design, development, and quality assurance, fostering collaboration and productivity.
- Spearheaded complex software solutions development and implementation to address business challenges and architectural requirements.
- Designed and managed key software components, including metadata repository framework, SAP module data retrieval logic, and .NET-based PDF generation service, improving process efficiency significantly.



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## DEGREES

**Dipl. Ing. (FH)**  
Hochschule der Medien, Stuttgart, Germany

**BSc with Honours in  
Web Design & Development**  
University of Abertay Dundee, Scotland

**Deutsch-Französisches Abitur  
(German-French Baccalaureate)**  
Deutsch-Französisches Gymnasium, Buc,  
France

## LANGUAGES

German (Native)

French (Native)

English (Fluent)

## SKILLS

Leadership and Team Management

Agile Methodologies

Strategic Planning and Execution

Technical Expertise in ABAP

Technical Expertise in Java

Problem-Solving

Structured Work

Effective Communication

Cultural Competence

Empathy and Interpersonal Skills

## EMPLOYMENT REFERENCES

The following references can be found on <http://nicolas.lanquetin.info>

**Team Lead at Virtual Forge GmbH**  
(Heidelberg, Germany)

**Systems Analyst at Accenture GmbH**  
(Heidelberg, Germany)

**Diploma Student at Cirquent GmbH / NTT Data Group**  
(Munich, Germany)

**Internship at Virtual-Identity AG**  
(Freiburg im Breisgau, Germany)

**Internship at doubleSlash Net-Business GmbH**  
(Friedrichshafen, Germany)

## AWARDS

**MIT and Accenture Application Developer Certification**

**Baden-Württemberg Stipendium Scholarship**

- Initiated, designed, and implemented a standardized process for software translation architecture across SAP Human Capital Management products, ensuring consistency and quality in software localization.

- Actively participated in client meetings to gather requirements, manage change requests, and demonstrate new functionalities, strengthening client relationships and product value.

**Technologies:** ABAP-OO, Add-On Development, SAP Modules (HCM-PA, OM, eRecruiting), Web Services, Proxies, Success Factors

**Methodologies:** Accenture Delivery Methods, Agile Development with Scrum

● **DIPLOMA CANDIDATE (DIPLOMAND)** **September 2007 - February 2008**  
Cirquent GmbH / NTT Data Group

- Conducted a thorough evaluation of business chart generation tools for J2EE applications, resulting in a high-grade diploma thesis that enhanced data visualization capabilities.

- Developed and integrated a custom framework for business chart generation, ensuring backward compatibility while improving performance and scalability.

- Documented the evaluation and implementation process in a detailed dissertation, facilitating knowledge transfer and performed technical trainings within the development team.

**Technologies:** WebLogic, Struts, EJB, JSP, Tiles, Chart FX, JFreeChart, Monarch Charts, JClass Server Report

● **INTERN** **March 2005 - October 2005**  
Virtual Identity

- Contributed to a large-scale J2EE portal for corporate branding, adding modules and enhancing functionality.

- Developed an image web server for dynamic image transformation, a full-text search index, and realistic test data generation modules, improving application usability and performance.

**Technologies:** JBoss, Apache Struts, Lucene, JMeter, Ant, xDoclet, EJB, JSP, XHTML, CSS, JavaScript

● **INTERN** **September 2004 - February 2005**  
DoubleSash Net-Business GmbH

- Implemented and modified web app dialogs, designed new database models, and integrated an MS PowerPoint report generation tool, streamlining business data management and reporting processes.

**Technologies:** Apache Tomcat, XML/XSL/XSL-T, Oracle, PL/SQL, JUnit, Linux, CVS

## VOLUNTEER EXPERIENCE

● **CONSULTANT AND WEBMASTER** **March 2001 - May 2008**  
Unipaz Europe

- Designed, developed, and maintained the web presence for Unipaz Europe, transitioning from a static HTML site to a dynamic MVC framework, enhancing user engagement and information dissemination.