Antoine Ménard

Software Engineering Manager | Product Engineering, Performance & Reliability

contact@antoinemenard.com | antoinemenard.com | LinkedIn | GitHub

Summary

Software engineering manager with 15+ years spanning hands-on product engineering, technical leadership, and people management. I've led multidisciplinary teams across mobile products, client platforms, and camera experiences where performance, reliability, and product quality require clear priorities and cross-functional execution.

Experience

Software Engineering Manager, Snap Inc. – Los Angeles, CA — Feb 2018 – June 2024

- Directly managed 15 engineers across iOS, Android, backend, and Data Science teams spanning Spectacles, Camera, and Platform. Led hiring, mentoring, and performance management, including co-running talent calibrations and promotion panels for a 100+ person engineering organization.
- Led company-wide performance and reliability programs, aligning teams on priorities and strengthening monitoring and internal tooling for root-cause analysis and remediation. The resulting gains, including faster app startup and lower Camera open latency and failure rates, directly correlated with increased user engagement.
- Contributed to Camera initiatives including Director Mode and Home & Lock Screen Widgets, supporting implementation, reliability, and post-launch iterations.

Software Engineering Technical Lead, Snap Inc. – Los Angeles, CA — Feb 2016 – Feb 2018

- Led the iOS engineering team for Spectacles from prototype through launch, owning delivery of core features across the first two product generations.
- Partnered across product, design, firmware, and hardware teams to resolve cross-stack issues and support manufacturing and launch timelines.

iOS Software Engineer, Twenty20 Inc. – Los Angeles, CA — Apr 2014 – Feb 2016

- Led development of the iOS app, shipping major updates including a redesigned upload flow, full UI refresh, and an in-app model-release workflow that enabled people depicted in photos to authorize commercial licensing.
- Automated localization and release workflows by integrating external translation services and introducing CI for testing and distributing alpha, beta, and production builds.

iOS Software Engineer, Dashlane SAS – Paris, France — May 2012 – Apr 2014

- Owned the iOS implementation of Security Breach Alerts and PIN-based app locking, while contributing to vault management, autofill, and sync through the shared cross-platform C++ data model.
- Owned the engineering implementation of Dashlane's iOS 7 redesign, partnering closely with design and providing technical guidance on the transition from skeuomorphic UI to Apple's new visual language.

Mobile Engineering Consultant, L'Argus de la Presse SA – Paris, France — Oct 2011 – Apr 2012

- Led technical coordination with an external agency developing a mobile-optimized web product, reviewing deliverables, clarifying requirements, and keeping implementation aligned with product goals.

Teaching Assistant, Epitech (European Institute of Technology) – Paris, France — Feb 2011 – Jan 2013

- Independently taught classes and hands-on labs in C programming, UNIX systems, PHP, and MySQL, mentoring students through projects, assignments, and debugging.

Web Software Engineer, Acre SAS – Paris, France July 2010 – Dec 2010

- Contributed to migrating a legacy COBOL insurance system to a PHP/Symfony/MySQL intranet, including optimizing SQL queries to improve backend data-access performance.

Education

Epitech (European Institute of Technology), Master of Computer Science in Software Engineering – Paris, France 2012 – 2014

California State University San Marcos, Exchange Student in Computer Science – San Marcos, CA 2013

Epitech (European Institute of Technology), Bachelor of Computer Science in Software Engineering – Paris, France 2009 – 2012

Patents

Image capture eyewear with auto-send: Co-inventor, Snap Inc. - US11968460B2 - Granted Apr 23, 2024

Wearable device location accuracy systems: Co-inventor, Snap Inc. - US12160792B2 - Granted Dec 3, 2024

Languages

French: Native

English: Fluent