

SEBASTIEN AGEORGES

Dual Nationality: French & Canadian

Mobility: Open to Global Relocation

Location: Toronto, Canada

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LANGUAGES

French (Native)

English (Professional)

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.

EXECUTIVE TECHNICAL DIRECTOR | AI & AUTOMATION STRATEGY & ARCHITECTURE

EXECUTIVE SUMMARY

Strategic Senior Technical Director with 17+ years of AAA leadership (Ubisoft, Bandai Namco, Tencent), specializing in scalable architecture and sovereign AI infrastructure. Expert in leveraging deep low-level engineering (C++, GPU optimization) to architect high-performance local LLM ecosystems ("No-Cloud") and autonomous agentic workflows. Proven track record of steering global multi-site engineering strategies, transforming technical bottlenecks into operational ROI, and securing data privacy for enterprise environments. A neuroatypical "System Thinker" (ADHD/HPI) applying lateral thinking to drive resilience and innovation within complex, high-pressure production pipelines.

STRATEGIC IMPACT & EXECUTIVE HIGHLIGHTS

- Global Technical Leadership:** Steered engineering strategies and headcount planning for multi-disciplinary teams across international hubs (Montreal, Europe, Asia), directly influencing production budgets and delivery timelines.
- Operational ROI & Efficiency:** Reduced iteration cycles and technical debt by architecting scalable automation pipelines and custom C# toolsets for massive AAA productions.
- AI Innovation & Governance:** Pioneered the adoption of secure, local Generative AI infrastructures ("No-Cloud" policy), mitigating IP data leak risks while accelerating R&D prototyping phases.
- Organizational Resilience:** Leveraged neurodiverse leadership traits to drive complex problem-solving in high-pressure environments, fostering inclusive and high-performance engineering cultures.

PROFESSIONAL EXPERIENCE

2025 – 2026

Technical Director Consultant

Self-Employed

- Providing high-level technical direction and architectural auditing for video game productions and complex software projects.
- Advising on rendering pipelines, system optimization, and engineering scalability.

2025

Author

Self-Published

- Wrote and published the autobiography "Au-delà des étiquettes" (Translated and published in English as "No box fits me").
- Advocacy for mental health, neurodiversity, and non-linear career paths in the tech industry.

2023 – 2025

Senior Technical Director

Bandai Namco (Reflector Entertainment)

- Performance Ownership:** Defined strict hardware performance baselines and technical risk mitigation strategies to ensure certification compliance across all target platforms.
- People Leadership:** Directly managed Leads, Engineers, and Designers. Owned the complete recruitment cycle and headcount strategy.
- Outsourcing Management:** Established scalable co-development protocols and technical auditing standards to guarantee seamless integration of external vendor outputs.

CORE EXPERTISE

Leadership: Managing Leads, Engineers & Designers.

Global Ops: Multi-studio Co-dev (EU/NA).

Outsourcing: External Partner Management.

Recruitment: High-volume Hiring Pipelines.

R&D: SR&ED (RS&DE) Specialist.

Tech: C++, C#, Unreal Engine 5.5, Unity, GLSL.

Systems: GPU/CPU/RAM Optimization, Custom Memory Programming, Performance Monitoring.

VOLUNTEERING & DE&I

Diversity & Inclusion Committee Member at Bandai Namco.

Neurodiversity Awareness: ADHD, Bipolar, gifted.

LGBTQ+ Inclusion Advocate.

PROFESSIONAL EXPERIENCE (CONT.)

● 2022 – 2023

Technical Design Leader

Tencent (TiMi Studio Group)

- Department Building: Orchestrated large-scale hiring and strategic budget/headcount negotiations.
- Global Operations: Directed the technology roadmap and unified architecture guidelines for next-gen Unreal Engine 5 production pipelines globally.

● 2011 – 2022

Technical Director (AI / Design / R&D / Tools / Systems)

Ubisoft

Projects: Assassin's Creed (3, Unity, Odyssey, Valhalla, and DLCs), Rainbow Six Siege (+ DLCs), For Honor.

- Global Co-development: Architected AI and System frameworks used by 500+ collaborators across studios in Annecy, Barcelona, Romania, and Ukraine.
- Technical Training: Deployed to Ubisoft Annecy to train and mentor the local AI technical team on complex systems.
- SR&ED (R&D): Led Scientific Research and Experimental Development initiatives for Experimental AI and Meta-AI systems.
- Workflow Optimization: Architected the end-to-end production ecosystem, driving the development of proprietary automation suites (C#) to maximize developer velocity.

● 2008 – 2011

Technical Designer

Eidos (Square Enix)

Project: Deus Ex: Human Revolution.

- Core Systems: Designed and developed core gameplay tools and real-time performance monitoring scripts.
- Asset Pipeline: Created all original assets used by designers and provided full support (documentation, training, and technical reviews).

TECHNICAL LEADERSHIP & MENTORSHIP

● 2023

Consultant for immersive production framework development (AR/VR)

College Thetford

● 2015 – 2016

Lead Trainer for Intermediate C# in Unity

Ubisoft La Forge (Masterclass)

● 2008

Professional Instructor on Technical Level Design and Engine Limitations

Ubisoft Campus

KEY TECHNICAL ACHIEVEMENTS

- **Demo Scene:** Developed a 38kb .exe with full weather effects and time of day.
- **Procedural Expertise:** Created 100% procedural photorealism/Physically Based Rendering (PBR) using GLSL.
- **Custom Engines:** Created own rendering engine in C# with OpenTK.
- **LLM Frameworks:** Developed a custom "no cloud" framework running locally using Llama 4, Docker, and OpenWebUI. Integrated AutoGen to orchestrate intelligent agents tailored for specific needs (creativity, code, storytelling, etc.).
- **UI Development:** Early development of cross-platform UI menu under Unity.