Valentin Druon

Engineering & Security Leader · CTPO & CISO, Nestor

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I started as a full-stack developer in proptech, then moved to full-stack development in compliance and cybersecurity, before taking on the CTPO and CISO roles of a scale-up.

What I do best is turn ideas and customer needs into a clear vision and a product people actually use, with a team that ships and a security posture that holds up to audit.

I help startups and SMBs *scaffold* their product and tech team, or *grow, scale and secure* an existing one.

- 10+ years
- 10 people, 4 in tech
- ISO 27001, in progress · target: end of 2026
- 60 clients · 8k users · 400 GB of confidential files
- French · English
- Remote first, based in Lille, on site when it matters

EXPERIENCE

May 2026 — Present

CTPO & CISO · Nestor

Secure exchanges for regulated organisations, ex-Paprwork · Lille, remote

Added the security function to the product and tech leadership role: governance, certification and risk, on top of vision and delivery.

- Run the platform in production for about 60 client organisations in retail, banking, finance and law: close to 8,000 admins and guests, 10,000 secure spaces and some 400 GB of confidential files exchanged between organisations.
- Lead the ISO 27001 certification programme, with certification targeted before the end of 2026.
- Ran a white-box penetration test of the platform, then a remediation programme across authorisation, tenant isolation, rate limiting and input handling.
- Own and oversee most of the company's security processes as CISO, including risk management, policies, controls and supplier reviews.
- Answered customer security questionnaires and due diligences for enterprise and regulated clients.

Jan 2024 — May 2026

CTPO · Nestor

Secure collection of sensitive documents and data, ex-Paprwork · Lille, remote

Owned product and engineering for the company, from customer needs to a shipped roadmap.

- Turned customer needs into a product vision and a roadmap the whole company could execute against.
- Led a team of 10, including 4 engineers, through the scale-up phase.
- Grew a multi-tenant B2B platform: secure document collection, data rooms, e-signature and video conferencing, on NestJS, Next.js, PostgreSQL and Kubernetes.
- Led the modernisation of identity and access management to support enterprise customers.
- Cut the API delivery pipeline from about fifty minutes to sixteen, on two self-hosted runners.
- Owned architecture, delivery process, vendors and the tech budget.

May 2021 — Jan 2024

Full-stack developer · Paprwork

Compliance and cybersecurity software, became Nestor in 2023 · Lille

Built compliance and security features end to end, close to customers and auditors.

- Shipped core product features across the stack, from data model to interface, first on Ruby on Rails and React, then on Angular and React with TypeScript.
- Took part in the spin-off of Nestor from Paprwork in early 2023.
- Learned the audit and certification world from the inside, working with compliance teams.

Feb 2016 — Apr 2021

Full-stack developer · Dividom

Regulated real-estate investment platform · Lille

Five years as a product engineer on a Ruby on Rails platform for real-estate investors, distributors and back office. Joined as an intern in February 2016, hired permanently in September.

- Built and maintained a Rails and PostgreSQL monolith serving seven sub-applications: investor app, distributor CRM, supplier extranet, admin back office and public site.
- Shipped the AngularJS single-page apps for investors and distributors, including tax-relief simulators covering fourteen French schemes.
- Implemented regulated flows: KYC and suitability tests, crowdfunding subscriptions, Yousign e-signature, PDF contract generation.
- Ran the supporting services: Sidekiq jobs, S3 uploads, Algolia search, transactional email, web push and PWA.

EDUCATION

Manager des Systèmes d'Information, master's level (Bac+5), Information systems management
CESI École d'Ingénieurs · 2011–2016

CERTIFICATIONS

TOEIC, 975 / 990
ETS · 2015

LANGUAGES

French · Native
English · Professional, TOEIC 975

SKILLS

Security & compliance
ISO 27001 · SOC 2 · Risk management · Security policies & evidence · Penetration testing & remediation · Multi-tenant isolation · Identity & access management · Supplier security · Security questionnaires & due diligence · Incident response · Secure SDLC · GDPR, NIS2, DORA

Product
Product vision & strategy · Discovery & user research · Roadmapping · Prioritisation · Design systems & UX · Metrics & analytics · B2B SaaS · Regulated products: fintech, proptech, compliance · KYC, onboarding & e-signature flows · Financial & tax simulation engines

Engineering
TypeScript · Node.js · NestJS · Next.js & React · Angular & AngularJS · REST & GraphQL APIs · PostgreSQL · Redis & BullMQ · RabbitMQ · MongoDB & Prisma · Ruby on Rails · Background jobs: Sidekiq, BullMQ · Search: Algolia, PostgreSQL full text · Tailwind CSS, Sass & Bootstrap · Playwright · E-signature, video, PDF & document pipelines · Progressive web apps & push notifications

Platform & infrastructure
Docker & Kubernetes · Helm & ArgoCD · Terraform · GitHub Actions · Keycloak, Devise & OAuth providers · AWS & S3 object storage · Prometheus & observability · Architecture & scaling reviews

Leadership
Team building & hiring · Engineering management · Executive communication · Board reporting · Budgeting · Vendor management