

Antoine Courbot

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SUMMARY

I'm at my best working with product and design to take an idea, agree on what makes it worth building, and ship it in phases where each one sets up the next. After starting in consulting and a New York startup, I've spent 13 years at eBay, first as an engineer on real-time advertising systems, then as a hands-on manager. Five engineers I've managed have been promoted, mostly by owning work bigger than their level. I take pride in building long-lasting systems; the advertising platform I designed is still in production.

EXPERIENCE

eBay · New York, NY

Engineering Manager – Live Seller Platform

Mar 2025 – Present

- Lead a team of 9 engineers across New York and San Jose, owning the seller experience for live events and inventory management, focused on removing friction for sellers moving from core marketplace to live
- Partnered with product and design to ship 20+ seller improvements in under a year, including Quick Listings (listing in seconds, not minutes), Video Receipts (every purchase tied to its moment in the live event), Order Attribution, and Flash Deals
- Halved latency on key seller flows, with Prometheus and Grafana monitoring and alerting to keep them fast
- Stayed hands-on: contributed backend changes and reviewed pull requests daily
- Drove AI adoption through demos, so engineers found and owned their own use cases

Engineering Manager – Advertising Platform

Mar 2023 – Mar 2025

- Led a team of 5 engineers while remaining the platform's architect
- Architected and built a unified Advertising Platform for 1st Party (Promoted Listings, Promoted Stores) and 3rd Party Ads, where multiple prior efforts had stalled. Two foundations: streaming *serving* across all eBay traffic (130M+ active buyers), holiday peaks included, with near-zero page load impact; and *observability* tracking each ad's lifecycle from client to ad provider. Still in production today
- Built a wide range of plug-and-play business libraries for any ad supplier (user lookup, categories, and more)

Software Engineer III → Senior Member of Technical Staff

Mar 2013 – Mar 2023

- Built eBay's 3rd Party Ads server-to-server RTB solution: real-time bidding protocols, high-throughput API endpoints, and auction infrastructure
- One of the first engineers on Promoted Listings, partnering with product to grow it from \$10K to millions in daily revenue by blending paid listings into organic recommendation flows such as Similar Items
- Rebuilt eBay's merchandising engine: rewrote the legacy recommendation algorithms with loose coupling and full test coverage, then integrated Hunch's taste graph after the acquisition so both algorithm families ran on one extensible backend
- Promoted for technical depth and cross-team influence; served as Scrum Master

Spotster Inc. · New York, NY

Software Engineer

Sep 2011 – Nov 2012

- Primary developer across 3 consumer products (web + iOS), iterating fast under lean startup principles to find product-market fit

Orange France Telecom R&D · Grenoble, France

M2M Services Architect & Scrum Master

Oct 2010 – Aug 2011

- Architect, Scrum Master, and lead developer on the Smart Message Project, routing M2M device data to enterprise applications in real time (team of 8)

Capgemini · Grenoble, France

IT Consultant

Nov 2007 – Sep 2010

- J2EE backend and UI delivery for Orange Labs, Schneider Electric, and EDF (Spring, Hibernate, Struts2, Oracle) across metering and energy management platforms

TECHNICAL SKILLS

Languages: Scala, Java (primary); Python, TypeScript, JavaScript

Architecture: Distributed systems, high-throughput APIs, real-time bidding, event-driven design, micro-frontends, GraphQL, observability (Prometheus, Grafana)

AI & Automation: AI-assisted development, MCP-based agent tooling, LLM workflow automation

Leadership: Team development, cross-functional partnership, team effectiveness (Scrum, Shape Up)

EDUCATION

Polytech Grenoble

2005 – 2007

Master's, Software Usability, Mobile & Web Programming, with honors (mention Bien)

Université des Sciences et Technologies de Lille

2002 – 2005

Bachelor's, OOP, Systems & Networks, ranked 1st in class