Nico Collin

Frontend Tech Lead · Design Systems & Architecture

Open to on-site, hybrid or remote roles

nico.collin.84@gmail.com
linkedin.com/in/ncollin
nicocollin.app

PROFILE

Frontend tech lead with 20+ years of experience in design systems and frontend architecture. I modernize legacy platforms without stopping delivery, build Vue.js applications and token-driven design systems, and work as comfortably in Figma as in code.

PROFESSIONAL EXPERIENCE

Nurun — Frontend Tech Lead

Feb 2023 – Present

Digital agency. Leading frontend for a global multi-brand automotive client in a long-term engagement.

- Set frontend vision and architecture for 3 Agile squads (about 15 people) with the backend and design leads, and mentor the 3 squad leads.
- Themed 7 brands from one token system: took over the Web Component library (StencilJS, ~30 components) and co-defined its three-layer token architecture (~500 tokens).
- Halved CI build and test time by running pipelines in parallel; moved new code to Vite with per-block asset loading, and added quality gates.
- Lead the main Vue.js application replacing a 10-year-old AngularJS platform, migrating module by module inside client work, and proposed a contract-based BFF API layer, built by the backend team.
- Engineered a Figma-to-code pipeline (Figma REST API to W3C Design Tokens; tokens, icons, CSS variables), with automated versioning and changelogs.
- Drove the move from Ghost Inspector to Playwright, with developers and QA writing end-to-end and visual regression tests together.
- Champion WCAG AA accessibility with an accessibility expert, and ensure SEO and GEO (AI search bot) compliance.
- Created a Docusaurus portal that centralizes frontend documentation (architecture decisions, best practices, project structure), which the team had lacked since day one.
- Introduced AI-assisted workflows (GitHub Copilot, shared prompts and skills, Figma MCP), including one in progress that brings the component library back in sync with the design system.

Tecsys — Frontend Tech Lead

Aug 2018 – Feb 2023

Enterprise supply chain software provider, including warehouse management and healthcare.

- Went from first frontend hire to frontend lead of a 9-person UX team I co-founded.
- Led a design system for 3 products (~30 components, 100+ tokens, npm package), with leadership buy-in.
- Built its Web Component library in TypeScript (Stencil, then Lit), working in the legacy Java platform.

PROFESSIONAL EXPERIENCE (CONTINUED)

Tecsys — Frontend Tech Lead (continued)

Aug 2018 – Feb 2023

- Designed and built the first Vue.js product, a warehouse receiving app, from Figma prototype to production.
- Built Vue.js apps for nurses and pharmacists, where slowdowns and errors were not an option, and worked with the platform team on their REST APIs.
- Recruited and coached frontend developers, and enabled an external agency on the architecture and design system.
- Wrote usage and accessibility guidelines and ran weekly design-engineering syncs, speeding onboarding and adoption.

Nurun — Senior Frontend Developer

Aug 2017 – Aug 2018

Built a Drupal-connected style guide, led code reviews and unit testing, and mentored junior developers.

Ubisoft — Frontend Tech Lead

Nov 2012 – Aug 2017

Led frontend and architecture for an Assassin's Creed web platform and its gamified lore map.

Earlier Career

2005 – 2012

Frontend and web integration roles at Cyber Génération, Revolver 3 and WebIntel.

TECHNICAL EXPERTISE

Languages & Frameworks	TypeScript, JavaScript, HTML, CSS, Vue.js (advanced), Lit, Stencil, Web Components, AngularJS (migration), Node.js, FreeMarker, React (working knowledge)
Design Systems & UX	Design Tokens (W3C), Multi-brand Theming, Figma & Figma API, Storybook, Docusaurus, Wireframes & Prototypes
Testing & Quality	Playwright, Jest, Visual Regression, Stylelint, Accessibility (WCAG AA), SEO/GEO
Tooling & AI	Git, GitLab, CI/CD, Vite, Gulp, Webpack, GitHub Copilot, Prompt & Skill Authoring, MCP
Spoken Languages	French (native), English (fluent; main working language since 2018)

EDUCATION & PROFESSIONAL DEVELOPMENT

College Diploma, Multimedia Integration — Collège de Maisonneuve 2002 – 2005

Certified Experience Designer & Certified Experience Specialist — Akendi 2018 · 2020

Conferences & workshops: Into Design Systems (2025), Design System Planning and Process with Nathan Curtis (2024), Schema by Figma (2022), Clarity (2022), CanUX (2019), Atomic Design with Brad Frost (2015)