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Summary

I am an experienced senior engineer who can walk into a messy business-critical system, understand it quickly, stabilize it, modernize it, mentor the team, and leave the organization in a better state than I found it. I have worked in large organizations where I am one cog in an immense machine and in small companies where I wore every kind of IT-related hat. If you have a problem to solve, I have encountered it, or an analogue of it, and know the pitfalls to avoid.

Primary Skills

Experience mentoring, supporting, and helping technical colleagues grow. Experience with infrastructure modernization, migrations, and reliability improvements. Cross-functional experience in System architecture and redesign, CI/CD implementation, Database design (MySQL), API development, Programming (scripting languages), Linux administration, Network administration, and Project management. I have deep expertise in migrating legacy systems to new implementations and developing robust solutions.

Work History

Senior Programmer/Mentor at The Fuel Company B.V. (2025 june -)

Background: TFC provides fuel card services to shipping and commercial companies across Europe and a VAT and Excise tax processing service, processing transactions of more than 300 million euros per year. They grew quickly and chaotically leaving a lot of technical debt with the developers running hard just to keep the system up. My task was to give the team (3 programmers) enough breathing room to start reducing technical debt and implement best practices to make those improvements snowball into a self-reinforcing virtuous cycle.

What I did:

- I helped implement process structure, brought in SCRUM, and preached the benefits of documentation and sharing information.
- Rewrote major sections of the codebase (migrating from Code Igniter to Laravel/Filament).
- Mentored colleagues and fostered an atmosphere of confidence and cooperation.
- Taught best practices to junior and mid-level programmers as well as the power of bash and the command line.
- Reduced ticket volume by more than half, introduced regular release cycles, and improved company perception of ICT.

Programmer IT at Nobralux B.V./LiberoSoftware B.V. (Afinius Groep) (2016 – 2025 june)

Background: Nobralux had a problem, they had an internally-developed asset management system, written in Perl, and their software developer had moved on to other projects. The code base was completely non-modular, they needed a long list of bugs fixed, and a migration path to the future. I rewrote the system, in-situ, into a back end (Perl) and front end system (AngularJS) that communicated through a JSON-RPC API, it was solid and feature-rich and it gave the owners a few years of breathing room to choose their final goal and a clean base to migrate from.

What I did:

- Revamped asset management system 'Liteweb 1.0' to 'Liteweb 2.0' (both in Perl), transitioning an unstable and slow system to a more responsive and stable architecture without any loss of productivity.
- API development, both serving and consuming.
- Managed relationships with 12 external systems (asset management systems, citizen systems for reporting problems with public lighting, and smart lighting systems).
- Worked closely with users to streamline their workflows and quickly address problems.
- Starting in 2021, collaborated with new developer team (4 programmers) to a new Laravel codebase. Worked to redesign database structures, develop CI/CD pipelines, and coded several parts of the new infrastructure that required high-level database knowledge.
- Developed and oversaw the migration of 30 years of accumulated data from Liteweb into the new architecture.

What I used:

Github, PHP Laravel, MySQL, Jira, Bitbucket, DigitalOcean, API's (SOAP, REST, JSON-RPC), Cloudflare, Apache, Nginx, Bash, Debian Linux, Ubuntu Linux, Perl, and Redis.

System Architect, Online Talent Manager B.V. (2001 – 2017, full-time)

Background: Psychologists Bert Goos and Andre Tjoa had developed a series of psychological tests for use in coaching, selection and assessment in a business context. I was brought in to put these tests online and automate the reporting and test validation steps that were, at the time, incredibly time consuming and expensive.

What I did:

- Designed, built, and maintained a multi-lingual psychometric test publishing platform that focused on user experience.
- Flexible: with language and development versions, 327 tests were published in this system.
- Stable: it continued working without changes or maintenance through mid-2026 (> 270k candidates)
- Reporting, Statistical analysis, Strategic planning, Customer engagement.
- Developed and maintained SOAP and REST API's
- Led English language marketing, training, articles, papers, documentation, and educational videos.
- Front and back end developer (all of the IT hats).

What I used:

Perl, Apache, Debian Linux, MySQL, HTML, CSS, jQuery, Subversion, SOAP and Rest API

Developer Learnworks B.V. (2003 – 2022, freelance)

Background: Ron van de Water was a colleague of Bert Goos and also worked with Andre Tjoa on creating psychological tests. This was all green field programming and it was my job to turn ideas and notes into working systems.

What I did:

- Created software test/reporting systems for detecting workplace stagnation, measuring Axiological scales, competency rating systems, and a coaching platform for several methodologies.
- This position focused on rapid prototyping and improving time-to-market for bespoke systems (for competency management, organizational consultancy, coaching, etc). Ron was always writing new reporting formats, new tests, and creating custom models for individual organizations.
- Much like the work I was doing concurrently for OTM, I was the sole developer and responsible for every level of ICT at Learnworks.

What I used:

Perl, Apache, Debian Linux, MySQL, HTML, CSS, jQuery, Subversion, SOAP API, and Rest API

Programmer 2Organize.nl (2002, full-time)

A development house based in Rotterdam that provided support/development for several web properties. I was only here for 6 months because OTM turned from a part-time position into a full-time job. Perl

Programmer Journalistic Inc. (1999-2001, full-time)

A magazine publisher located in Chapel Hill, North Carolina needed to automate their mailing and subscription systems. The first position where I was paid to indulge in my coding hobby. The software I wrote there was still being used 15 years after I had moved on to the Netherlands. Perl coding, MySQL, and Apache.

Technical Support Specialist Wachovia Bank Inc. (1996-1999, full-time)

It was a big bank and I was working there during the transition from fax and paper to electronic communications and digital documents. I was also there for the ramp-up to Y2K, which required me to, among other things, image 250 workstations for freelance coders brought in to fix the problem. Here is where I learned how to deal with process, write proposals, and how to exist in a large organization.

Service Telephone Support SPSS Payment Systems (1993-1996, full-time)

Telephone support for the largest online service in America before AOL, Prodigy. I was there when the internet became the internet and it went from gopher and usenet to html and email. I learned patience, here, and developed a reputation as the person to handle stressed customers.

On-air personality WQUT (1991-1994, part-time)

This was one of the jobs I had while in college and, by far, the coolest one to put on the CV. But I was also flipping burgers, make wedding videos, painting dorm rooms, and working construction to pay for my education.

Education

Bachelor of Science Degree in Electronic Engineering, East Tennessee State University, 1995.

I have never used this degree professionally, but digital circuit design taught me how to think logically and I found I had a real knack for figuring out what was in the question marks: Inputs => ?? => Outputs

Language

Fluent written and spoken English (native speaker), conversational Dutch.

Community

Active member of the Dutch Perlmongers from 2006 to 2018, gave talks on various aspects of Perl coding and application to practical problems. I had a habit of attending at least one Open Source Software conference per year, but since Covid that has been online only. I feel that this keeps me up to date with what is going on in the industry and what is happening outside of the code in front of me.

Personal Interests

Creating board games, cooking, designing escape room props with an engineer friend, reading, and the Oxford comma.