CURRICULUM VITAE

Chris Jager

Interim Tech Lead / Head of Engineering



Averden
PARTNER

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PROFILE

I set up the team, the delivery process and the roadmap, and stay hands-on enough to review the code.

In software since 2008, from enterprise integration at Capgemini to fullstack TypeScript. Led a team of five with personnel responsibility at Routescanner, set up agile from scratch at the Port of Rotterdam, and set the frontend direction for 25+ people at Alphabet (BMW Group). Now bringing AI into the delivery lifecycle at Heerema Marine Contractors and Routescanner, with standards, sandboxes and quality gates. Certified Scrum Master and Product Owner; MSc Computer Science.

WORK EXPERIENCE

AI-assisted Development Enablement Lead

Sep 2026 – present

Heerema Marine Contractors · Offshore contractor · freelance, 2 days a week

- Setting practical standards, guidelines and processes for the whole development lifecycle: AI coding assistants, coding agents, secure sandboxes and quality gates.
- Governance for citizen developers: who may build what, what may go to production, and how to prevent unmanaged shadow tools.
- A controlled path from experiment to production, as reusable IT capabilities rather than one-off projects.
- From the bottom up, without a formal mandate: a plan to hire two to three extra engineers is on hold while the approach proves itself.

Digital Assets Team Lead, then engineer and repository owner

Jun 2023 – Dec 2026

Routescanner · Port of Rotterdam, since August 2026
Royal Dirkzwager

- Led the Digital Assets team (5 people) with personnel responsibility: four hires from about ten interview rounds, all four recommendations adopted, plus performance reviews and exits.
- Drew up the developers' roadmap and allocated capacity; started hackathons and research sprints; joined commercial meetings on technical feasibility and impact.
- When the team needed less steering (August 2024), moved back to mostly engineering while keeping the people side.

EXPERTISE

TypeScript · React · Node.js · PostgreSQL · AWS · Terraform · Azure DevOps · CI/CD · LLM tooling · Scrum · Kanban

CORE COMPETENCIES

- Team building, hiring and selection
- Performance reviews and difficult conversations
- Delivery process: Scrum, Kanban, ICE, GIST
- Roadmap and prioritisation
- Architecture direction across teams
- AI-assisted development: standards and governance
- Coaching and mentoring developers

SECTORS

- Maritime logistics
- Offshore
- E-commerce
- Travel
- Banking
- Automotive leasing

CERTIFICATES

- Certified Scrum Product Owner (CSPO), 2017
- Certified ScrumMaster (CSM), 2015
- PRINCE2 Foundation, 2009
- SAP NetWeaver PI/XI, 2008

- Responsible for the repository during the transfer to Royal Dirkzwager (May to July 2026); then handed over what I knew and became product owner and analyst for the business.
- Built the AI sandbox at the new owner's request: business colleagues prototype features with LLMs on isolated branches, developers take them to production after review. Five internal users, about five features shipped so far.

Co-founder · Partner, Engineering & AI

May 2023 – present

Averden · Formerly Pink Pollos · co-owner

- Co-founded and run the company with my partners: clients, contracts and delivery quality.
- Recruitment: interviews, offers and onboarding; three freelancers placed with clients.
- In 2024 we introduced a "midlance" model, employing freelancers in response to Dutch DBA enforcement; I built the salary calculator that goes with it.
- In 2026 we became Averden with a third partner, adding strategy and advice for CEOs, CTOs and CIOs; I built the brand site, house style and CV template.

Technical Co-founder

Feb 2025 – Aug 2026

weunitebrands · E-commerce start-up · stopped

- All technology decisions: architecture, API design and infrastructure.
- At the table with fulfilment partners; built lean on purpose, and stopped in 2026 before there were paying customers.

Frontend Staff Engineer

Oct 2022 – Jun 2023

Sunweb Group · Travel · freelance

- Started and led greenfield web apps; four went live.
- Several architecture decision records approved; the frontend architecture was adopted organisation-wide.
- Mentored developers in frontend and React.

Node.js TypeScript Developer

Mar 2022 – Oct 2022

Drukwerkdeal.nl · E-commerce (print) · freelance

- Reconnected a team that was working past each other.
- Closed the assignment with frank advice to management about what the team needed next.

Senior developer · Scrum Master / Agile Coach

Feb 2018 – Feb 2022

Port of Rotterdam · Innovation projects Navigate and Routescanner · freelance

- Set up the way of working from scratch when three developers and a product lead had no structure: rituals, chaired meetings, ICE prioritisation and GIST planning in Jira, later across four product teams.
- Ran a one-day agile workshop (with an irresponsible amount of Lego) for people outside the dev team.
- Onboarded three people and trained two juniors, at my manager's request: PR discipline, approach, presenting ideas to management.

LANGUAGES

Dutch	native
English	full professional
German	limited working
Swedish	elementary

REFERENCES

Kevin Kruijthoff
Director of Product & Technology, Routescanner

Roel Kerkhofs, PhD
Manager Software Development, Coosto

Rens Voogt
Program Manager & Director, Alphabet International (BMW Group)

Arjen de Ruiter
CTO, Coosto

Contact details on request.

OTHER

Lab: 15+ products shipped solo, 52 mini-apps in five months via a self-hosted coding agent (mslabs.tech).

Writes on LinkedIn about teams, prioritisation and AI-native organisations, since 2016.

Technical board member, The NextGen recruitment (2018–2019): technical interviews.

Coaches a youth football team. Lived and worked a year in Sweden (2025–2026). Sailor.

EDUCATION

MSc Computer Science 2006 – 2008
Radboud University Nijmegen · Management & Application and Software Development. Thesis: service-oriented architecture for logistics service providers.

BSc Computer Science 2001 – 2006
Radboud University Nijmegen

- Drove Navigate and Routescanner from internal project to production.

Frontend Developer (interim)

Oct 2017 – Jan 2018

Coosto · SaaS · interim

- Built consensus between CTO, manager, product owners and developers on a long-discussed change.
- Proof over persuasion: a working proof of concept first, then the go-ahead.

Lead Frontend Developer (2016–2017) · Frontend Architect (2015–2016)

Nov 2015 – Sep 2017

Alphabet International (BMW Group) · Business car leasing · freelance

- Set the frontend architecture direction, which four to five teams (25+ people) then followed.
- Pushed two agile pivots: away from requirements written years ahead, towards a short feedback loop close to users.
- Steered five teams towards more autonomy; interviewed many candidates, and the hiring manager followed my advice.
- Honest outcome: the country back offices did not want the generic solutions. That needed a top-down mandate, more than a frontend architect could provide. I learned where influence ends and mandate begins.

Senior Frontend Engineer, Seller Dashboard

Jun 2014 – Feb 2016

bol.com · E-commerce · freelance

- The only frontend specialist for four, later eight teams: meetings were held to divide my time and set epic priorities.
- Built an AngularJS proof of concept between the regular work, brought a junior along and presented it to four engineering leads. They said go.
- Coached developers across teams through code reviews and pairing; my hiring advice was adopted.

Frontend Developer

Sep 2013 – Jun 2014

Rabobank · Banking (mortgages)

- In a team of six without a team lead, started the rituals and the outings, set the (humorous) tone and challenged the process: big assignments cut down to a workable MVP.
- Management routed the hard, high-pressure jobs that other teams got stuck on to us; other teams came to look at how we worked.

EARLIER

Creetion, Lead Mobility Consultant 2012 – 2013
Frontend for bol.com (Plaza 2.0 seller platform, launched successfully) and Stedin.

Capgemini, EAI Consultant → SAP Mobility thought leader 2007 – 2011
Integration (SAP PI, ESB) for Philips, FrieslandCampina and Kadaster; stream lead SAP Mobility and trainer at the Capgemini Academy.