CV - René Weteling

Fractional CTO | Agentic developer | Tech lead



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- **Nationaliteit** Nederlands

Over mij

Ik bouw al ruim twintig jaar software: web- en mobiele apps, API's, servers en infrastructuur. Ik begon bij een designbureau en werk het grootste deel van mijn carrière als freelancer, voor startups en voor bedrijven als ABN AMRO, Odido, DPG en Zwitserleven.

Tegenwoordig werk ik op twee manieren:

- **CTO as a service.** Ik help bedrijven de juiste technische keuzes te maken in architectuur, infrastructuur, teamopzet en delivery, en ik blijf hands-on waar dat nodig is.
- **Agentic development.** Ik zet een team van AI-agents in dat software ontwerpt, bouwt, test en oplevert. Zo staat een product in dagen in productie in plaats van in maanden.

AI schrijft nu de meeste code. Ik heb twintig jaar lang alles zelf geschreven, en daardoor kan ik agents goed sturen. Ik weet hoe goede code, een goede architectuur en een gezonde deploy eruitzien, dus ik zie meteen wanneer een agent de verkeerde kant op gaat. Met die basis is er bijna geen technisch probleem dat ik niet kan oplossen.

Collega's omschrijven me als sociaal en hardwerkend, met gevoel voor humor en gericht op resultaat.

Vaardigheden

AI	Agent teams, skills design, prompt engineering, LLM's in producten
Leiderschap	Fractional CTO, tech lead, C4-architectuur, teams coachen, Scrum
Development	TypeScript, React, Next.js, React Native, Ruby on Rails, Elixir/Phoenix
Data	PostgreSQL (pgvector), Elasticsearch, Redis, Kafka, RabbitMQ, MongoDB
Infrastructuur	AWS, Terraform, Docker, Kubernetes, CI/CD
Talen	Nederlands (moedertaal), Engels (tweetalig)

Educatie

- The Coding Gnome 2019 **Elixir for programmers**
- Bureau Spraakwater 2018 **Cursus spreken in het openbaar**

- Hogeschool Rotterdam 2004 - 2010 **Bsc, ICT**
- IJsselcollege 1999 - 2004 **Havo, Natuur en Techniek**

Werk, projecten en ervaringen

Foundub B.V.

CTO as a service

2026-04-14 – Heden

Foundub is AI recruitment software that automatically sources, matches and enriches candidates. It runs on top of the existing ATS of recruitment agencies and corporate HR teams, delivering matched candidates with an evidence-backed match report within 48 hours, especially for scarce profiles in IT, engineering and finance.

I was brought in as a fractional CTO to take ownership of the engineering and bring it under control. In practice that means owning the technical direction and consolidating the platform from a set of disconnected parts (a legacy Django app, an Elixir port and a matching PoC) into one coherent product. My focus is on getting the foundations right: multi-tenant and fail-closed, explainable matches instead of a black box, and CI as the standard, where green actually means green.

Amsterdam Dance Event

AI guide, app and platform

2026-07-20 – 2026-10-01

Amsterdam Dance Event is the world's biggest club festival and electronic music conference. Five days in October, events all over the city, and a conference for the music industry during the day. Its website and app guide visitors and industry delegates through the whole programme.

I brought the platform up to date and shipped a new AI guide before the 2026 edition.

First the foundation: I moved the app into a Turborepo, put an end-to-end test suite over every frontend flow, upgraded the dependencies behind it and fixed the deploy pipeline.

Then the AI ADE Guide: a chat where visitors find their events through widgets the bot picks, like pills, a slider and result cards. The answers come from partner Momants. I designed the contract between the two, built the streaming middleware on AWS Lambda and the partner API, added embeddings for vector search in Elasticsearch, and shipped it on the web, iOS and Android.

Dekmantel

iOS, Android app + cms and infrastructure

2026-05-04 – Heden

Dekmantel is a Dutch electronic music festival. I built its companion app in React Native and Expo: a local-first product that gives visitors their tickets, line-up and schedule, and keeps working even when connectivity on the festival grounds drops to nothing.

The core challenge was reliability under bad network conditions. I designed the app around a local-first architecture, where data is cached on-device and synced before and during the event, so the experience stays fast and fully usable offline. Tickets are delivered as scannable QR codes through the API, and I built the sync and caching strategy so everything visitors need is already on their phone by the time they arrive.

WAT.WORKS - Beschikbaarheidswijzer.nl

Technical lead

2025-02-01 – Heden

I support Wat Works as a part-time technical coach, helping their internal team design and set up a production-ready SaaS platform. Drawing on 20 years of experience, I guide the initial architecture, coach developers on modern practices, and provide hands-on feedback — focusing on building a team that can sustainably develop and evolve the product themselves.

Lektor B.V.

Technical lead

2026-02-01 – Heden

Leading the (re)build of Lektor.nl, taking the strongest elements of the current platform and re-architecting them into a future-proof, scalable system. The focus is on creating a flexible foundation that enables new product ambitions while remaining robust under growing demand.

Responsible for technical direction, architecture decisions, and implementation using Next.js, Zenstack, Zod, and shadcn/ui — building a modern, maintainable SaaS platform designed for long-term evolution.

Bravoure B.V.

Interim Technical director

2025-08-01 – 2025-11-30

Bravoure is a digital agency focused on crafting pixel-perfect, impactful digital experiences for well-known clients.

More about Bravoure

When the team ran into capacity challenges and decided to separate development from strategy and design, I stepped in to help drive that transition. I managed the process, help solve acute delivery challenges, set up practical processes that stick, and provide hands-on technical direction for new and existing projects.

Truely Travel eSim

Sr. Elixir developer

2025-10-01 – 2026-02-20

Truely is a quickly growing e-SIM company, providing connectivity for people on the go. The backend is written in Phoenix, and this is where I come in. Helping out with fortifying the code-base, building new features, optimizing flows etc etc.

TommyTomato

Delivering healthy hot school lunches

2024-04-12 – 2024-08-17

TommyTomato has a mission to turn all children into lifelong vegetable eaters. Plant a seed, harvest a healthy generation. They achieve this by bringing healthy, hot, and above all tasty lunches to schools. This involves a considerable amount of logistics; all lunches must be delivered hot and on time.

TommyTomato is growing rapidly, so much so that the current IT landscape cannot handle this demand. That's where I come in.

From a Ruby monolith with performance issues, we are transitioning to a monolith prepared for a reactive event-based services structure, with the ultimate goal of rewriting everything into Python microservices driven by a queue (Kafka).

My tasks include making the Rails app future-proof, rewriting it into a services architecture, setting up CI/CD, deploying pipelines, and setting up AWS infrastructure with Terraform. And many more things.

Beam

Integrating gaming with blockchain

2024-08-01 – 2025-07-31

Beam is a blockchain platform focused on supporting a diverse ecosystem of projects spanning gaming, AI, and decentralized finance (DeFi). The platform features a Layer 1 blockchain secured by Beam Nodes, and incentivizes participation through staking and validation rewards, resulting in a thriving community of developers, users, and projects.

As Head of Engineering, I led a team encompassing engineers, DevOps, QA, and support, prioritizing rapid iteration on new concepts driven by emerging market and community opportunities. This involved periods of intense activity followed by periods of rest. While the team was comprised of both senior and junior engineers, already possessing strong best practices, my role focused on providing guidance where necessary, removing unnecessary constraints, coordinating with stakeholders on design and rollout plans, and maintaining team morale and motivation. This was an exceptionally rewarding and enjoyable assignment.

Semmie.nl

Asset management simplified

2023-10-02 – 2024-04-11

Semmie is an asset manager where clients can easily open an account. Through a smart questionnaire, the associated risk profile is determined, and Semmie actively manages the investments. Clients can control everything through the app or online portal. Semmie also offers the option for advisors to set up all of this through the advisor portal.

In the vast landscape of Semmie's tech infrastructure, I find my focus within the intricate layers of the CRM backend, API, (Mobile) App, and Advisor portal – essentially, the tech heartbeat of our operation. My current playground is the backend, where I'm actively shaping and enhancing features for the Rails API and App. Simultaneously, I'm deeply immersed in setting up DevOps resources, collaborating seamlessly with Azure.

Addressing the historical separation between the frontend and backend teams, my goal is to close the gap, encouraging cross-functional collaboration, and ultimately forging a cohesive, unified team. Let's seamlessly merge these tech realms into a singular, synergistic force.

Odido / T-Mobile

TSC - Business router gui's

2021-11-01 – 2023-09-28

Odido, formerly known as T-Mobile, has a digital realm that extends beyond what meets the eye. As a developer in the company, I have the opportunity to think like an architect, considering responsibilities, data storage, and optimal placement. It's an engaging and enriching experience.

I am currently a member of the Red team in the Operational Support Services department, consisting of three RGB teams. Our primary focus is to create, manage, and support operational services to ensure the seamless functioning of our entire service portfolio. With over 18 applications to oversee, ranging from Node.js and Ruby on Rails to Elixir and Bash scripting, my team plays a critical role in maintaining their uninterrupted operation.

DPG

Media backbone for media outlets

2019-11-01 – 2021-10-29

MyChannels is a division within DPG Media group that is responsible for all digital content on all digital outlets of DPG. Ad.nl, Volkskrant.nl, Hln.be, Trouw.nl, Parool.nl and so on. The team is compact, senior and knowledgeable. We are responsible for more than 5 million video plays each day. Creating services to supply the media outlets with videos, games and entertainment. Providing the mobile API for the apps of the papers. And so on.

More about DPG and MyChannels

As a full-stack developer I've worked on the backend, mainly in Phoenix and Ruby on Rails, created new interfaces inside of the videoplayer using React, Svelte and Typescript. Changed styling for new brands. Added schema changes. In the last 6 months my focus was on infrastructure, moving from manually created infra to Terraform, implementing security best practices and making the whole infra more robust and flexible.

Re:turnista

Parcel return software

2019-02-01 – 2019-02-28

Re:turnista is an app where clients of webshops can return items they bought. Using a mobile first app, the user is guided through a couple of questions and the package is ready for pickup.

The actual app is available here

As a full-stack dev, I was tasked to give the current architecture some love to make it more performant. We removed all the custom form logic and implemented a package called Formik, changed the event structure to work more with reducers. Overall cleanup and modularizing of the system.

Zwitserleven

Client portal for pensions

2019-03-01 – 2019-03-31

Vivat is the mother company of Zwitserleven. Vivat has a "My" environment where clients can log in and see information about their products. My team was responsible for the Pension funnel.

More about zwitserleven and The Main Ingredient

As a front-end developer, I changed the loading system (basically the system contained multiple systems so a dynamic loader was needed, especially with varying backend services). Created small updates, and fixed some tickets.

DigiB

Chemical e-trading system

2019-04-01 – 2019-10-31

DigiB is a division of Brenntag. Brenntag is market leader in the supply of raw chemicals. DigiB is tasked with the digital transformation of Brenntag by bringing an e-commerce system, internal trading and couplings between all offices.

More about DigiB

As a front-end developer I've worked with the front-end team to expand the e-commerce system built in React, with Next.js and a Node.js middleware. I've also been working on the "target architecture", an overcoupling system that is able to connect multiple ERP systems like Oracle, SAP, Salesforce etc. This design was Reactive using a message bus.

Ace & Tate

Backend ecommerce system

2018-05-28 – 2019-01-31

Ace & Tate sells glasses online and offline, they have "currently" over 30 stores world wide and they use an e-commerce platform (Solidus) to process all orders. Since the company continues to change, the backend also needs to be quite versatile.

More info about Ace & Tate

As a full-stack dev, I was tasked to optimize and add features to the Solidus powered Ruby on Rails backend. For the consumer and POS facing this was mostly an API. For the internals there was an Admin section and for the internal Friends and Family there was a complete suite with admin panel implemented. I helped maintain over 30 gems, used Elastic Beanstalk for running the app, and increased the test coverage overall.

Tankey

Admin interface including API for gasoline loyalty program

2018-01-22 – 2018-04-27

Tankey is a loyalty platform (LP) created by Essent for their other brand EnergieDirect. The first version of the LP was built within Essent. Meaning that linking other companies proved to be difficult, that's why they split up Tankey from Essent and started building a new and better version of the app.

More info about Tankey

As a backend developer I was tasked to build an API for the Tankey Android app, build an admin interface where the business can see KPIs, create exports and get the correct insights in what the app is doing. Build a stable and auditable system concerning the new GDPR ruling. Create API couplings between Firebase for in-app notifications. Create a discount calculator module. And integrate loyalty partners through our API.

Abn Amro

Cybersecurity awareness app

2017-12-04 – 2018-01-25

The Main Ingredient was tasked to help out the CyberSecurity department of ABN Amro with creating more awareness for cyber threats for small companies. Think of phishing emails, certain new techniques that they have spotted or even social engineering. TMI came up with Veiligzondermoeite.nl, an initiative to inform the general public.

More about Veiligzondermoeite and TMI

As a full-stack developer, I was asked to lead a team of highly skilled developers and designers to create in just 6 weeks a working POC of the app. The app was built in ReactNative, the backend in Node.js using Express as server layer and deployed on BeanStalk using a CloudFormation template. We also hooked up an RDS instance for our persistence. My main focus was in creating the backend and helping out with the ReactNative app. The team was excellent in styling / creating components, my assistance was most needed in hooking up the APIs.

BotSquad

React - Webpack - Jekyll

2017-10-16 – 2017-11-17

With the BotSquad bot, you can create bots for the web, mobile and chat interfaces like facebook, slack, twitter etc. There is a beautiful studio where you can create bots using a friendly and semantic DSL. And preview the bot in real time.

React coding on the Chat client
Creating the API
RnD on the bot itself
Adding features

HalloRoos - SNS experiment

Rails - Roos API - Heroku

2017-10-11 – 2017-11-08

HalloRoos is a contract alarm platform where users can set alarms for contracts that will expire in the future so that they can switch providers on time. HalloRoos was looking to extend their functionality and needed a developer to help them reach their goals. The subject itself is somewhat sensitive, but it comes down to a pretty selection then order flow with alot of validations and constraints. Each step is communicated to an API provided to store and manage the data.

Build the pages as described in Rails using Slim, Sass, and CoffeeScript
Connect the pages to virtual models so that we can apply validations
Persist the validated models to the provided API

Van Ons B.V. - Carpet App

React - LibVips - OpenVc - DeepZoom

2017-06-02 – 2017-09-13

Van Ons is a really cool WP design agency based in Amsterdam. For some projects, they contract out for special features and this was quite special. They wanted to create a web interface were clients can cut out a portion of a really big image (30 by 30 meters at 76 dpi approx 46GB per image). So I've developed a React frontend where the users can walk through the image using DeepZoom. And cut out a shape and then sending the coordinates to a worker server, cutting out the piece and mailing it to a carpet printer. Pretty heavy stuff.

Everything was new, everything was exciting, it was an awesome project. The final version is visible here at Skonne

Build a react app to define the area that needs to be sliced
Create a slice worker server that slices the image according to the dimensions provided by the react app
Figuring out how to slice images as big as 46GB each

Revolve Music

CTO - Rails - AWS - CI - rSpec

2016-04-03 – 2017-09-15

Revolve Music is a SAAS platform where users (Artists mostly) can create a website, a digital presence in just a few minutes. Connecting to filled content providers like SoundCloud, BandsInTown, LinkedIn, Twitter etc your site is filled with content and you are ready to go.

Clean up and rebuild existing code (the overall quality was very poor and not very robust)
Create a Continuous integration environment using CircleCi and AWS container service
Creating a global scaling web server setup using: Route53, AWS EC2, AWS EC2 container service, Cloudfront, RDS, S3 and Docker
Being responsible for the Technical day2day, building team culture, applying standards, laying out technical roadmaps etc. CTO stuff.

Leaplines

Onboarding software for large companies

2015-05-01 – 2016-02-01

Leaplines is a SaaS that helps companies with their on-boarding process. Providing a curriculum based on the employee's role within the company, with a clear hierarchical method of stimulating the users through there managers.

We made use of the following: Rails, PostgresSQL, CircleCI, Github, Rspec with Capybara (TDD), jQuery, React, Rails UJS

Going to clients, getting feedback from the source
Building new features, mainly onboarding exercises in for form of a game
Scrum plannings etc

Horyon innovaties B.V.

Android process app, Rails backend

2015-10-15 – 2022-09-01

Horyon innovaties B.V. is an asbestos removal company. Asbestos has a bad reputation and that's why there is a lot of legislation. They are required to have all data on premise at all times. This is just not possible on paper, so we have created a Rails backend with a Restful api connecting an Cordova Android app. The app started out as a simple hour measuring platform, but now it has over 18 main functions and one of them is drawing on a photographed map.

Design the product matching the needs of the business
Creating a Rails backend, with role based authorisation
Ops: it runs on my own High availability cluster powered by Flynn.io
Creating the React Cordova android app

Click.nl - employed



iOS, cordova and react development

2012-07-01 – 2015-04-01

Coming back to click felt really good. They had so much faith in me that they wanted to set up a new office in Amsterdam with the main focus on Mobile. We had some really great clients. We have build an app for KPN where users can view the last goals in a soccer league. Build an app for a recruitment agency and many more.

Click.nl - internship then employed



Perl - CaretCMS - Scripting - Discovering

2008-12-01 – 2011-08-01

My internship at Click.nl was great, a young team, cool founders, nice environment and Dirk the dog. I've learned so much here, multiple languages, dynamics in the company's themselves. Learned about budgets, stakeholders, planning etc. It was a great experience.

Overstappen.nl - employed



Symphony - Php - Less

2011-08-01 – 2012-07-01

This is the first time i got in contact with a proper framework. Symphony. It's mature, it has a rich plugin ecosystem, its consistent. I liked it allot. Learned a lot here, the main issue was that i was the only dev in the company so i got a bit bored and moved on. Great experience though.