



Jos Koomen

**ENGINEERING MANAGER**

## SKILLS

- Servant Leadership
- Communication
- Project Management
- Problem-Solving
- 20+ years Technical Expertise
- Active Listening

## LANGUAGES

Dutch (Native)  
English

## PROFILE

As a servant leader, I excel in motivating teams through empathy and a human-centered approach.

I focus on fostering ownership, building trust, and creating a collaborative work environment.

## RECENT EXPERIENCE

### 2022 - 2024 | Engineering Manager

Team manager of Product Engineering at Medpets. Leading a product team of 12 professionals

**Medpets.nl**

### 2021 - 2022 | Lead Developer

Architect and Lead Developer of headless ecommerce platform

**Medpets.nl**

### 2019 - 2021 | Agile coach & Tech Lead

Coaching and leading internal & customer scrum teams.

**YPA Digital Agency**

## CONTACT

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Goes, Netherlands

### **2022 - 2024 | Engineering Manager**

As the Engineering manager at Medpets I am leading the product team within the organization. This team comprises developers, data analysts, user experience and customer experience specialists.

- Developing and maintaining an Agile team culture by facilitating team building activities and promoting an environment of continuous improvement
- Created a team culture of collaboration, respect, and accountability
- One on One focus on performance and growth
- Implemented measurements for output and performance improvements

**Medpets.nl**

### **2021 - 2022 | Lead Developer**

As the Lead Developer, I was responsible for overseeing the performance of the development team. My focus was on providing positive coaching and ensuring high-quality deliveries to enhance the user experience in back-to-back sprints.

- Mentored junior developers to ensure adherence to best practices and improve code quality
- Collaborated with cross-functional teams to identify and resolve complex technical issues, resulting in increased system stability

**Medpets.nl**

### **2019 - 2021 | Agile Coach & Tech Lead**

During my time at YPA, I trained scrum teams to surpass their potential, enhancing their efficiency and encouraging them to embody both creativity and technical collaboration. This was accomplished through organizing workshops, creating tailored architectures, optimizing agile systems to meet their unique needs, and guiding them in both business and creative/technical aspects.

**YPA - Your Personal Agency**

### **2018 - 2019 | Head of Development**

As interim Head of Development I ensured that the Development team adhered to appropriate processes

- Advised the Developers on various choices and approaches
- Supported our scrum masters in ensuring the team met their deadlines
- Conducted monthly one-on-one conversations with each team member
- Discussed team morale and satisfaction with management.

#### **E-heroes**

### **2017 - 2018 | Front-end Development Team lead**

During my tenure at DotControl I was a hands-on Front-end Development Team Lead. My responsibilities included:

- Leading and coaching a motivated team of 12 Front-end Developers
- Prioritizing the growth and performance of each team member
- Conducting monthly one-on-one discussions with every team member
- Ensuring that each team member possessed the necessary skills to excel in their roles
- Upholding the high quality standards expected at DotControl.

#### **DotControl | Data Driven Creative Agency**

### **2009 - 2017 | Freelance Creative Lead Developer**

I gained a lot of experience as a Freelance Developer, collaborating with award winning agencies, highly motivated start-ups, and growing businesses. I specialized in creating tailored solutions to meet each client's specific needs. My enthusiasm was in using technology creatively to provide effective solutions, consistently going above and beyond to exceed client expectations

#### **RocketPower - Creative Development**

## **2012 - 2014 | Partner and CTO**

As Partner at Web by Brains, a remote-only web development startup, I was instrumental in driving innovation, fostering collaboration, and shaping our vision for success.

### **Leadership and Innovation**

In my role, I led a diverse, global team of web development professionals, encouraging collaboration and empowering creativity. Together, we conceptualized and delivered innovative web solutions, utilizing the latest technologies.

### **Client Relationships and Impact**

I actively engaged with clients, building strong relationships and delivering tailored solutions that drove their business growth. Our dedication to client satisfaction led to repeat business and long-term partnerships.

### **Key Achievements**

- Successfully led and delivered projects across diverse industries, showcasing our expertise in web development
- Established strategic alliances, expanding our market reach and generating new business opportunities.

### **Web by Brains**

## **2008 - 2009 | Creative Flash Developer**

During my tenure at Mediamonks, I collaborated within a team of 12 flash developers, focusing on the development of campaign websites, microsites, and social media applications.

### **MediaMonks**

## **2007 | Creative Flash Developer**

During my tenure at Lost Boys (Later LBi and Digitas), I collaborated shortly within a team of 6 flash developers, focusing on the development of campaign websites, micro sites, and social media applications. It ended after 6 months due to a reorganisation.

### **Lost Boys**

# EDUCATION

## 2001 - 2004 | Grafisch Lyceum Amsterdam

- MBO 3 Printing Technician, 2001-2003
- MBO 4 Printing Technician, 2003-2004

## Key Skills and Advantages from Education

- **Practical Experience:** My education provided me with hands-on experience in the graphic sector, making me strong in technical work and detail-oriented.
- **Creative Thinking:** Creative projects and assignments enhanced my problem-solving abilities and creative thinking skills, which are valuable in any role.
- **Technical Knowledge:** Extensive knowledge of printing techniques and graphic software, giving me an edge in any technical or creative position.

## COURSES

2023 | Strategic influence in leadership - Maek!

2023 | Leading a healthy team - Maek!

2024 | Science of Welbeing - Yale / Coursera

2024 | Connected Leadership - Yale / Coursera