



Jos Koomen

**MOTIVATOR, LEADER &
AGILE COACH**

[linkedin.com/in/joskoomen](https://www.linkedin.com/in/joskoomen)

SKILLS

- Servant Leadership
- Team Coaching & 1-on-1s
- Technical Leadership
- Project Management
- Stakeholder Management
- Agile Transformation
- Architecture & Systems Thinking
- Growth Mindset & Feedback Culture
- + 20 Years Engineering Experience

PROFILE

Agile coach with a technical background and a people-first mindset.

I build strong teams where trust, ownership and continuous improvement drive results.

RECENT EXPERIENCE

2024 - Now | Engineering Manager

Leading three teams at NS, bringing structure, ownership, and focus.

NS Mobiliteitsdiensten

2022 - 2024 | Product Engineering Manager

Built a high-performance team and improved output and cadence.

Medpets.nl

2021 - 2022 | Lead Product Engineer

Improved code quality and team flow in an agile environment.

Medpets.nl

CONTACT

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2024 - Now | NSM - Engineering Manager

At NS Mobiliteitsdiensten, I lead three engineering teams. While the role turned out to be more operational than initially expected, I focus on bringing clarity, cadence, and ownership into the day-to-day work.

NS Mobiliteitsdiensten B.V.

2022 - 2024 | Medpets.nl - Product Engineering Manager

- Led a multidisciplinary team of 12 specialists
- Introduced structured 1-on-1s to support growth and performance
- Implemented output-driven metrics and dashboards
- Built a culture of trust and collaboration
- Created stability and cadence in a high-demand environment
- **Result: improved predictability and cross-team collaboration**

Medpets.nl

2021 - 2022 | Medpets.nl - Lead Product Engineer

- Coached the engineering team on code quality, testing, and delivery
- Accelerated feedback loops and improved test automation
- Acted as a sparring partner for Product and UX
- **Result: increased output with fewer escalations**

Medpets.nl

2019 - 2021 | Medpets.nl - Agile Coach & Architect (Consultancy)

- Trained the engineering team in agile mindset and ownership
- Architected the new headless e-commerce platform
- Designed work structures for scalable growth
- **Result: laid the foundation for both technical and team growth**

Medpets.nl

EXPERIENCE

2018 - 2019 | E-heroes - Head of Development (Interim)

- Restructured development processes and planning
- Coached scrum masters and developers
- Initiated monthly growth-oriented 1-on-1s
- **Result: stable team with focus and commitment**

E-heroes

2017 - 2018 | Dot Control - Front-end Development Team

lead

- Led and coached a team of 12 front-end developers
- Facilitated knowledge sharing and upheld high quality standards
- **Result: a mature team with strong ownership**

DotControl | Data Driven Creative Agency

2009 - 2017 | Freelance Engineer, Entrepreneur & Coach

- Tailored custom made creative applications
- Owned a remote near shore agency
- Coached small teams

RocketPower

2001 - 2004 | Grafisch Lyceum Amsterdam

- MBO 3 Print techniek 2001-2003
- MBO 4 Print techniek, 2003-2004

Belangrijke vaardigheden vanuit mijn opleiding

- Hands-on technische ervaring – Praktisch geschoold in de grafische sector, met oog voor detail en een sterk technisch fundament.
- Creatief denken en oplossen – Uitdagingen in projecten hebben mijn vermogen om creatief te denken en problemen slim aan te pakken versterkt.
- Technische kennis – Grondige kennis van druktechniek en grafische software, wat mijn technische intuïtie en systeemdenken vandaag nog steeds ondersteunt.

TRAININGEN

2023 | Strategic influence in leadership - Maek!

2023 | Leading a healthy team - Maek!

2024 | Science of Welbeing - Yale / Coursera

2024 | Connected Leadership - Yale / Coursera

2025 | Good Busy Reset | The Good Busy