NILS WEBER

Personal details

Name
Nils Weber

Email
nilsweber@gmx.de

Date of birth
06/03/1978

Skills

Skill	
Modern Leadership	●●●●●
Communication	●●●●●
Change Management	●●●●○
OrgDev/Scaling	●●●●○
Budget planning	●●●●○
Hiring/staffing	●●●●○
Problem solving	●●●●○
Engineer at heart	●●●●○
Java, Spring	●●●●○
NodeJS, React, NextJS	●●●●○
ML/AI/Python/NLP	●●●●○
GameDev, Unity	●●●●○
Go	●●●●○

Languages

Language	
German	●●●●●
English	●●●●○

Website & socials

- GitHub
- Medium

CTO, VP of Engineering, Tech Director, AI/ML enthusiast

Empowering tech people and teams to achieve excellence, ensuring communication and psychological safety, getting rid of obstacles, making way for creativity, fun and self-esteem.
Modern agile tech evangelist and coding nerd passionate about empathy, adaptive leadership and outside-the-box thinking.

Work experience

Freelancing
May 2024 - Present

project management, consulting, leadership, hands-off/on

Voice actor (audiobooks/-plays)
Jan 2005 - Present

audiobooks and -plays, voice overs

VP of Engineering
Feb 2022 - May 2024
Haiilo GmbH, Hamburg

Ensuring strategically sound scaling of the tech org alongside company goals (head count from ~20 to ~60).
Overseeing major 'projects', such as migration from on-prem to GCP for all larger customers (as technical program manager), overhaul of monolithic code base, professionalization of ISO27001- and DevSecOps-relevant areas. Keeping budget/hiring/staffing planning aligned with product- and company strategy. Preparing and giving countless presentations to the Board of Directors and assisting the CEO and CPO with actionable data and insights therein. Introducing comprehensible and value-aligned career framework. Actively providing space for establishing a value-aligned motivating engineering culture.

Vice President Software Engineering
Sep 2018 - Feb 2022
COYO GmbH, Hamburg

see above

Director Development & Operations
Jan 2018 - Aug 2018
Bauer Xcel Media Germany, Hamburg

See below (Head of).
Representing the tech org to the Board of Directors.

Head of Development
Jan 2016 - Jan 2018
Bauer Xcel Media Germany, Hamburg

Mainly responsible for scaling the teams alongside company strategy and respective product strategies. Hiring, staffing, budgeting.

Senior Architect Services / Microservices
Mar 2015 - Jan 2018
Bauer Xcel Media Germany, Hamburg

Mainly responsible for splitting the legacy application to sensible services across business domains. Helped deciding architecture for internally used "Content API", which acts as the central content service for all Bauer-owned websites (still being used today!).

Lead Developer   Jan 2010 - Mar 2015
Bauer Digital KG, Hamburg

Lead web development, backend development for 10+ major websites (lecker.de,
bravo.de, selbst.de, wunderweib.de, autozeitung.de and others).
Introduced modern and agile ways of working. Introduced modern technologies
(e.g. NodeJS 0.8) and paradigms (e.g. DI/IoC with Spring).

Senior Java Web Developer   Sep 2004 - Dec 2009
motoso.de GmbH & Co. KG, Hamburg

Implemented a marketplace for car parts, tires and automotive services (core
technologies JEE, Lucene, Solr)

Degrees

Diplom Informatik, Distributed Systems   Sep 2002 - Jun 2009
Universität Hamburg

Vordiplom Soziologie   Sep 1998 - Aug 2002
Universität Hamburg