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| **Requirement** | **Justification** |
| **Education** | |
| **Mandatory:**  Bachelor’s degree | Bachelor’s degree in Electronics/Embedded Engineering  Dirksen University of Applied Sciences, 09/2007 – 06/2010 |
| **Professional Experience[[1]](#footnote-2) - mandatory or desirable** | |
| **Mandatory:**  At least 10 years of IT professional experience | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician    **Tasks:**   * Developed an application to process customer freight bookings and customs declarations; * Developed an application to calculate and generate reports for ship fuel consumption; * Set up a proof of concept for an Elasticsearch-based application, including log collection and presentation; * Developed with Spring, GWT, and Vaadin, set up Docker containers for Elasticsearch and build servers; * Delivered thoroughly tested code for both front-end and back-end components; * Collaborated with stakeholders to implement model changes and deliver milestones; * Applied SCRUM methodology throughout the project lifecycle; * Performed technical analyses and maintained production servers running on Linux Debian; * Set up Maven repositories and extended a build server using Git runners; * Contributed by writing Java code, maintaining Git repositories, monitoring the model, and implementing new technologies; * Developed an application to process environmental requests from Flemish citizens and companies, using Spring Boot; * Delivered thoroughly tested code, implementing the middle-tier and CRUD functionality using Spring Data; * Developed and maintained a web application for employee time registration and management, communicating with a central C++ time processor via CORBA messages, using Spring and Hibernate; * Implemented new features in the web GUI; * Developed an application to manage school master data for other project stakeholders, primarily for granting product licenses; * Implemented a REST API to send asynchronous events, ensuring data consistency across all parties, using Spring Boot; * Wrote Java code, maintained the repositories on GIT, while monitoring the model; * Developed a multi-tier application for the Belgapress News website using Java 8; * Provided news boards for multiple users, enabling analysis of media value and media reach; * Defined REST endpoints to build an API, handling end-to-end communication from web service to database using Model Mapper; * Analyzed front-end requirements to design and implement the back-end; * Defined specifications and created a data model based on the analysis; * Developed a Java application for a wandering detection system in the care sector, designed to run on a Raspberry Pi and monitor patients to prevent wandering; * Developed an AWS-based application and implemented a messaging bus using PubNub messages; * Provided support and development for an existing ERP web application for fashion retail; * Developed demo code and maintained the database (AS400) using SQL scripting; * Implemented SCADA integration between the front end and PLC and designed the HMI project; * Provided the interface between CODESYS and the Atvise application; * Implemented the front end using MBH JavaScript; * Designed embedded electronics for heat ventilation systems; * Designed and implemented embedded software on an STM32F4 controller; * Designed and developed a graphical interface with touch display for the thermostat of the heat controller; * Wrote C/C++ embedded applications for the Cortex M4 controller; * Implemented an embedded web server with SSL/TLS encryption; * Deployed ChibiOS with the µIP stack on a Cortex M4; * Drew up test specifications for electronic components such as sensors, automotive modules, and safety systems, based on internal or external client requirements; * Applied lean principles using Six Sigma methods for testing processes; * Developed test software using LabVIEW, TestStand, Java, Bash scripting, and XML scripting; * Debugged and released the test system and designed test hardware including PCB layouts, custom housings, and needle bed fixtures; * Developed track and trace systems using SQL, SOAP, HTML, barcode scanners, and labeling; * Introduced test methodologies following the V-Model; * Performed both technical and functional tests, including I/O, CAN, I2C, USB, Serial, and A/D protocol testing; * Developed embedded hardware and software for automated guided vehicles (AGVs) and modified embedded software for the sine generator to ensure the AGV followed the guidance wire; * Designed functional solutions using Codesys PLC and a Wi-Fi module to automate door opening.   **Technologies:**  Java 8/11/17/21, Java EE, Spring, Spring Boot, Vue.js, jQuery, Angular, JavaScript, Jenkins, Tomcat, GRPC, SOAP, ActiveMQ, DB2 database, Azure DevOps, Java EIP, Apache, Spring Integration MySQL, RESTful, GitLab, GIT, JUnit, Maven, ANT, Archiva, SQL server, IntelliJ, clustering, Web Services, JAX, SCRUM, TDD, DDD, flyway, Eclipse, Docker, Linux (CentOS/Redhat), CVS, GWT/RPC, Vaadin, HTML, CSS, JSON, Liquibase, Model Mappers, CRUD, C/C++, CORBA messages, MockMVC, Oauth2, API Rest, Postman, AWS, PubNub, RAP, SWT, MBH JavaScript, Java FX, Six Sigma, TestStand, Bash, XML, SOAP, V-Model, CodeSYS, PLC |
| **Mandatory:**  A minimum of 6 years of professional experience of OOP paradigms and SOLID principles using Java 11 (or higher) and experience with most common Java frameworks:   * Spring * SpringBoot | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **Tasks:**   * Contributed by writing Java code, maintaining Git repositories, monitoring the model, and implementing new technologies; * Wrote Java code, maintained the repositories on GIT, while monitoring the model; * Developed a multi-tier application for the Belgapress News website using Java 8; * Developed a Java application for a wandering detection system in the care sector, designed to run on a Raspberry Pi and monitor patients to prevent wandering; * Developed test software using LabVIEW, TestStand, Java, Bash scripting, and XML scripting; * Developed with Spring, GWT, and Vaadin; set up Docker containers for Elasticsearch and build servers; * Developed an application to process environmental requests from Flemish citizens and companies, using Spring Boot; * Delivered thoroughly tested code, implementing the middle-tier and CRUD functionality using Spring Data; * Developed and maintained a web application for employee time registration and management, communicating with a central C++ time processor via CORBA messages, using Spring and Hibernate * Implemented a REST API to send asynchronous events, ensuring data consistency across all parties, using Spring Boot; * **Task1**: Take an existing Java 8+ codebase with tightly coupled classes and refactor it to adhere to **SOLID principles** (e.g., applying Dependency Injection, Interface Segregation, and Single Responsibility. * **Task2**: Implement a payment processing system where different payment methods (Credit Card, PayPal, Crypto) follow **Open/Closed Principle (O in SOLID)**. * **Task3**: Build a thread-safe in-memory cache leveraging **Java 11’s** ConcurrentHashMap **&** CompletableFuture, while ensuring **Single Responsibility (S in SOLID)**.   + - **Task4**: Create a validation framework where rules (EmailValidator, AgeValidator) can be added dynamically without modifying core logic (**Open/Closed Principle**).   **Technologies:**  Java 8/11/17/21, Spring, Spring Boot, Git, Spring Data, Hibernate, Raspberry Pi, LabVIEW, TestStand, Bash scripting, XML scripting, Vaadin, Docker, Elasticsearch, REST API, OOP Paradigms, SOLID Principles |
| **Mandatory:**  A minimum of 2 years of professional experience with at least one of the JavaScript front-end frameworks:   * Vue.js * jQuery * React/ Angular2 | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **Tasks:**   * Implemented the front end using MBH JavaScript; * Developed with Spring, GWT, and Vaadin, set up Docker containers for Elasticsearch and build servers; * **Task1**: Develop a dynamic form in **Angular** (v12+) with real-time validation, async API checks, and custom validator directives. * **Task2**: Build a **Vue 3** dashboard using the **Composition API**, **Pinia** for state management, and **Vue Router** for navigation. * **Task3**: Migrate an old **jQuery**-based application to **Angular**, replacing imperative DOM manipulation with a component-based architecture. * **Task4**: Implement a live analytics dashboard using **Vanilla JavaScript (ES6+)** and **WebSockets** (or Socket.io), with no framework dependency.   **Technologies:**  Angular, Vue.js, Vaadin, jQuery, JavaScript, HTML, CSS |
| **Professional Knowledge – mandatory or desirable** | |
| **Mandatory:**  Good knowledge of application development environments like:   * Java 11+ * Eclipse or Intellij * Maven * Git | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **Tasks:**   * Contributed by writing Java code, maintaining Git repositories, monitoring the model, and implementing new technologies; * Wrote Java code, maintained the repositories on GIT, while monitoring the model; * Developed a multi-tier application for the Belgapress News website using Java 8; * Developed a Java application for a wandering detection system in the care sector, designed to run on a Raspberry Pi and monitor patients to prevent wandering; * Developed test software using LabVIEW, TestStand, Java, Bash scripting, and XML scripting; * Set up Maven repositories and extended a build server using Git runners; * Contributed by writing Java code, maintaining Git repositories, monitoring the model, and implementing new technologies; * **Task**: Take an existing **Eclipse-based Java project** (using .project and .classpath) and migrate it to **IntelliJ IDEA**, ensuring proper **Maven** dependency resolution and build compatibility. * **Deliverable**: A working IntelliJ project with no pom.xml errors and preserved functionality.   **Technologies:**  Java 8/11/17/21, Git, Maven, Eclipse, Intellij, Raspberry Pi, LabVIEW, TestStand, Bash scripting, XML scripting, Maven, Git runners. |
| **Mandatory:**  Good knowledge of the design and development of components like REST APIs, integrations, micro-services)   * proficiency in using REST based frameworks like Spring MVC as well accessories tools like Postman * building SOAP and GRPC web servers and clients in the Java/Spring context | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **Tasks:**   * Implemented a REST API to send asynchronous events, ensuring data consistency across all parties, using Spring Boot; * Defined REST endpoints to build an API, handling end-to-end communication from web service to database using Model Mapper; * Developed test software using LabVIEW, TestStand, Java, Bash scripting, and XML scripting; * **Task1**: Build a **production-grade REST API** using **Spring Boot (Spring MVC)** with proper HATEOAS support, then document it using **OpenAPI 3.0** (Swagger). * **Task2**: Refactor an old **SOAP/XML** web service (e.g., using JAX-WS) into a **REST/JSON** API (Spring MVC), ensuring backward compatibility. * **Task3**: Add **OAuth2** (e.g., Keycloak) and **JWT** authentication to a Spring MVC API, with role-based access control (RBAC). * **Task4**: Create a **gRPC service** and expose it as **REST** using **gRPC-Gateway**   **Technologies:**  REST APIs, Open APIs, Spring MVC, SOAP, GRPC, XML, Microservices |
| **Mandatory:**  Good knowledge of relational databases Microsoft SQL server   * ability to use Spring Data and Hibernate | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician  **Tasks:**   * Developed demo code and maintained the database (AS400) using SQL scripting; * Developed track and trace systems using SQL, SOAP, HTML, barcode scanners, and labeling; * Delivered thoroughly tested code, implementing the middle-tier and CRUD functionality using Spring Data; * Developed and maintained a web application for employee time registration and management, communicating with a central C++ time processor via CORBA messages, using Spring and Hibernate; * **Task1**: Plan and execute a database migration from **Microsoft SQL Server** to **PostgreSQL**, ensuring schema compatibility, data integrity, and application continuity. * **Task2**: Analyze and optimize slow-performing queries in a **Spring Data JPA + Hibernate** application connected to **MY- SQL Server**. * **Task3**: Add **audit logging** to track changes to critical tables (e.g., user roles, payments) using **Hibernate Envers** and **Spring Data JPA**. * **Task4**: Design a **multi-tenant** architecture where each tenant has isolated data in **PostgreSQL**, using **Spring Data JPA** and **Hibernate filters**.   **Technologies:**  SQL Server, MS SQL, PostgreSQL, Spring Data, and Hibernate |
| **Mandatory:**  Good knowledge of Agile software development methodologies:   * Scrum * Kanban | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician  **Tasks:**   * Applied SCRUM methodology throughout projects lifecycle; * **Task1**: Facilitate **sprint planning sessions** for a cross-functional team using **GitLab Issues** and **Milestones**, ensuring user stories are well-defined (INVEST criteria) and estimated (story points). * **Task2**: Design a **GitLab CI/CD pipeline** to automate testing/deployment for a Scrum team, enabling **continuous delivery** aligned with sprint goals. * **Task3**: Migrate a team from **Scrum** to **Kanban** in GitLab, focusing on **WIP limits**, cycle time reduction, and visualizing blockers. * **Task4**: Conduct a **sprint retrospective** using GitLab’s **Issue Boards** or **Mattermost integrations** to capture action items (e.g., "Start/Stop/Continue"). * **Task5**: Coordinate **cross-team dependencies** for a large-scale project using **GitLab Epics**, **Milestones**, and **Webhooks** to sync with Jira.   **Technologies:**  Agile, Scrum, Kanban, Gitlab |
| **Mandatory:**  Good knowledge of OOP paradigms and SOLID principles using Java 11 (or higher) and experience with most common Java frameworks:   * Spring * SpringBoot | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **Tasks:**   * Contributed by writing Java code, maintaining Git repositories, monitoring the model, and implementing new technologies; * Wrote Java code, maintained the repositories on GIT, while monitoring the model; * Developed a multi-tier application for the Belgapress News website using Java 8; * Developed a Java application for a wandering detection system in the care sector, designed to run on a Raspberry Pi and monitor patients to prevent wandering; * Developed test software using LabVIEW, TestStand, Java, Bash scripting, and XML scripting; * Developed with Spring, GWT, and Vaadin; set up Docker containers for Elasticsearch and build servers; * Developed an application to process environmental requests from Flemish citizens and companies, using Spring Boot; * Delivered thoroughly tested code, implementing the middle-tier and CRUD functionality using Spring Data; * Developed and maintained a web application for employee time registration and management, communicating with a central C++ time processor via CORBA messages, using Spring and Hibernate * Implemented a REST API to send asynchronous events, ensuring data consistency across all parties, using Spring Boot;   **Technologies:**  Java 8/11/17/21, Spring, Spring Boot, Git, Spring Data, Hibernate, Raspberry Pi, LabVIEW, TestStand, Bash scripting, XML scripting, Vaadin, Docker, Elasticsearch, REST API, OOP Paradigms, SOLID Principles |
| **Mandatory:**  Good knowledge of container technology   * Docker * Kubernetes | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **Tasks:**   * Developed with Spring, GWT, and Vaadin, set up Docker containers for Elasticsearch and build servers; * **Task1**: Convert a monolithic Java/Spring application into **Docker containers**, breaking it into smaller services while ensuring backward compatibility. * **Task2**: Deploy a **Spring Boot + Angular** application on **Kubernetes** (EKS/GKE/AKS) with auto-scaling, ingress, and zero-downtime updates. * **Task3**: Diagnose and resolve **network connectivity** (CNI plugins) and **persistent volume (PV)** issues in a production Kubernetes cluster. * **Task4**: Automate Kubernetes deployments using **GitOps principles** (ArgoCD) synced with a GitLab repository.   **Technologies:**  Docker, Kubernetes, CI/CD Pipelines, DevOps, Spring, GWT, Vaadin, Elasticsearch |
| **Mandatory:**  Good knowledge of messaging systems like   * ActiveMQ | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **Tasks:**   * **Task1**: Deploy a **fault-tolerant RabbitMQ cluster** across 3 AWS AZs with **queue mirroring** and **load-balanced consumers**. * **Task2**: Diagnose and resolve **message pileup** in ActiveMQ queues caused by slow Spring Boot consumers. * **Task3**: Build a **STOMP-based notification system** where Angular frontends subscribe to ActiveMQ topics via WebSockets. * **Task4**: Enforce **role-based access control (RBAC)** in RabbitMQ using **OAuth2 (Keycloak)** and isolate environments with **vhosts**.   **Technologies:**  Rabbit MQ, Active MQ |
| **Mandatory:**  Good Knowledge of CD/CI systems   * TFS/Azure DevOps | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **Tasks:**   * **Task1**: Lead a full migration from **on-prem TFS** to **Azure DevOps Services**, including repos, work items, and build pipelines. * **Task2**: Design a **production-grade CI/CD pipeline** for a .Java microservice using Azure DevOps YAML. * **Task3**: Customize Azure DevOps **Agile dashboards** for Scrum teams with cycle time analytics and custom WI types. * **Task4**: Deploy **scalable self-hosted agents** on AKS to replace Microsoft-hosted VMs for cost control. * **Task5**: Sync Azure DevOps **work items** with **Jira Cloud** for cross-functional teams.   **Technologies:**  TFS, Azure DevOps, CI/CD Pipelines |
| **Mandatory:**  Good knowledge of front-end web application development:   * Javascript * jQuery * JSP | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician  **Tasks:**   * Implemented the front end using MBH JavaScript; * **Task1**: Refactor a **JSP-based monolith** to use **jQuery AJAX** for dynamic content loading, reducing full-page reloads. * **Task2**: Create a **client-side validation system** for JSP forms using **jQuery Validation Plugin** + **custom JavaScript rules**. * **Task3**: Improve **Time-to-Interactive (TTI)** for JSP pages bloated with inline JS/CSS. * **Task4**: Replace **jQuery UI components** (e.g., datepicker, modals) with **modern vanilla JS** in a JSP application. * **Task5**: Harden a legacy JSP app against **XSS** by enforcing output encoding + client-side checks.   **Technologies:**  JavaScript, JSP, jQuery |
| **Mandatory:**  Good knowledge javascript front-end framework:   * Vue.js * React/Angular2 | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **Tasks:**   * Implemented the front end using MBH JavaScript; * Developed with Spring, GWT, and Vaadin, set up Docker containers for Elasticsearch and build servers;   **Technologies:**  Angular, Vaadin, jQuery, JavaScript, Vue JS, HTML/CSS |
| **Mandatory:**  Good knowledge of a Java EIP framework like   * Apache Camel * Spring Integration | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **Tasks:**   * Developed test software using LabVIEW, TestStand, Java, Bash scripting, and XML scripting; * **Task1**: Implement a **message routing system** between legacy SOAP services and modern REST APIs using **Apache Camel** and EIPs. * **Task2**: Convert existing **Spring XML Integration** pipelines (e.g., file polling, JMS) to **Apache Camel DSL** (Java or YAML). * **Task3**: Create an **API Gateway** that aggregates data from multiple microservices using **Camel REST DSL** and **Spring Cloud Gateway**. * **Task4**: Design a **real-time event system** where Kafka messages trigger Spring Integration flows for order processing.   **Technologies:**  Apache Camel, XML, JSON, Spring Integration |
| **Mandatory:**  Good knowledge in Enterprise Integration methodologies and patterns.   * Proficiency in modelling an EIP system using classical EIP patterns and diagrams | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **Tasks:**   * **Task1**: Design and deploy an **event-driven order fulfillment system** using **Apache Kafka** to decouple microservices. * **Task2**: Create a unified integration layer connecting **AWS, Azure, and on-prem SAP** using **MuleSoft Anypoint Platform**. * **Task3**: Stream **factory sensor data** (MQTT) to **SAP Plant Maintenance** via **Azure IoT Hub**. * **Task4**: Migrate **Mule 3 ESB** flows to **Kubernetes-native microservices** (Spring Cloud Stream).   **Technologies:**  EIP, Apache Camel, Spring Integration |
| **Mandatory:**  Good knowledge of no-sql and graph databases and ElasticSearch | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **Tasks:**   * Set up a proof of concept for an Elasticsearch-based application, including log collection and presentation; * Developed with Spring, GWT, and Vaadin, set up Docker containers for Elasticsearch and build servers; * **Task1**: Convert a **200TB SQL Server database** (customer profiles) to **MongoDB Sharded Cluster**. * **Task2**: Unify **graph (Neo4j) + document (MongoDB) + search (Elasticsearch)** for a 360° customer view. * **Task3:** Encrypt **PII** in MongoDB/Elasticsearch while preserving queryability. * **Task4**: Enable **full-text + vector search** for an e-commerce catalog by syncing MongoDB to Elasticsearch.   **Technologies:**  Graph database, NoSQL,Elasticsearch, MongoDB |
| **Mandatory:**  Good knowledge of software development methodologies (e.g. AGILE) | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician  **Tasks:**   * Applied SCRUM methodology throughout projects lifecycle; * **Task1**: Facilitate a 6**-week Scrum cycle** for a logistic product launch with 2 cross-functional teams. * **Task2**: Shift a DevOps team from Scrum to **flow-based Kanban** to handle unpredictable incident management. * **Task3**: Create an **executive dashboard** to visualize Agile team health across 3 squads. * **Task4**: Facilitate a **remote retrospective** for a locally distributed team. * **Task5**: Revamp **boring sprint demos** into collaborative feedback sessions.   **Technologies:**  Agile, Scrum, Kanban |
| **Mandatory:**  Good knowledge and display of prerequisites of working in an Agile Team implementing Scrum (e.g. team work, clear communication) | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician  **Tasks:**   * Applied SCRUM methodology throughout projects lifecycle;   **Technologies:**  Agile, Scrum |
| **Desirable:**  Ability to participate in multi-lingual meetings, ease of communication | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician  **Tasks:**   * Facilitated multi-lingual conferences between international teams, ensuring clear communication and understanding; * Coordinated cross-functional meetings involving participants from diverse linguistic backgrounds; * Translated and summarized key meeting points in multiple languages to support effective collaboration and decision-making across global teams.; * Engaged in discussions with non-native speakers, using clear and simple language to promote participation and minimize misunderstandings; * Prepared and delivered bilingual presentations and reports to ensure accessibility and clarity for multi-lingual audiences. |
| **Desirable:**  Capability of integration in an international/multi-cultural environment | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician  **Tasks:**   * Collaborated effectively with colleagues from diverse cultural backgrounds, adapting work styles; * Participated in cross-cultural team projects, fostering mutual respect and understanding to achieve common goals; * Organized and contributed to intercultural workshops and training sessions to enhance team awareness and cohesion; * Built strong professional relationships with international partners and stakeholders; * Demonstrated cultural sensitivity and open-minded communication. |
| **Desirable:**  Ability to cope with fast changing technologies used in application developments | **10/2019 – 05/2025 (67 months)**  HeadBird - Cldn & Cargo - Cobelfret  Back-End/Front-End Java developer  **06/2019 – 10/2019 (4 months)**  Cheops Technologies  Back-End Java developer  **09/2018 – 06/2019 (9 months)**  GET Time & Security Management Solutions  Full stack Java Developer  **05/2018 – 09/2018 (5 months)**  Uitgeverij Van In  Back-End Java developer  **01/2018 – 04/2018 (4 months)**  Belga  Back-End Java developer  **04/2017 – 12/2017 (9 months)**  Kapture/J-Crafters  Back-End Java developer  **01/2017 – 03/2017 (3 months)**  TailorFit  Full stack Java Developer  **02/2016 – 04/2016 (3 months)**  MariLogic  HMI Designer  **01/2015 – 07/2015 (7 months)**  Multicalor NV  Software Developer  **08/2010 – 01/2014 (42 months)**  Grammer EIA Electronics  System Test Engineer  **09/2008 – 07/2010 (23 months)**  SNOX  Developer  **07/2005 – 08/2008 (38 months)**  Gevitec TSB  Technician  **Tasks:**   * Adapted to new programming languages and frameworks to deliver projects aligned with the latest industry standards; * Implemented emerging technologies to enhance application performance and user experience; * Participated in regular upskilling sessions and technical workshops to stay current with evolving development tools and best practices; * Led migration efforts from legacy systems to modern platforms, ensuring smooth transitions; |

**Certificate of good conduct**

The proposed consultant(s) must present a recent (i.e. not older than 3 months at the date of submission) certificate of good conduct[[2]](#footnote-3) prior to the start of the execution of services. Without such certificate of good conduct accepted by Europol, consultants may not be involved in the provision of the services and access to Europol premises will be prohibited.

The offer must include information on the timeframe for obtaining the certificate of good conduct; this timeframe must comply with the starting date of the services.

Further details about the requirements concerning certificates of good conduct (e.g. issuer, acceptance by Europol, validity period, etc.), as well as the consequences of not complying with Europol’s requirements (including deadlines) are included at Article II-15 (Confidentiality and Security) of the Framework Contract and Section 11.2 of the Tender Specifications Part 2 – Technical Specifications.

Non-compliance with the security requirements may lead to the rejection of the candidate(s) or at the implementation/execution stage the termination of the resulting specific contract.

1. [↑](#footnote-ref-2)
2. [↑](#footnote-ref-3)