

PAUL SPENCER

Software Engineer & AI Integrator

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 British and Irish (EU)

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Summary

Software engineer with nearly three decades of delivering innovative solutions across fintech, energy, and govtech sectors. For the past half decade, concentrated on AI and emerging technologies, including RAG chatbots, LLM integration, and audio AI solutions. Completed a Master's in Software Engineering in 2022 while maintaining full-time employment. Experienced across the full AI development spectrum—from integrating commercial APIs (OpenAI, Anthropic, Groq) to building LLM fine-tuning pipelines, training open-source models on H100 GPUs, and achieving measurable performance improvements through SFT and DPO techniques. Hardworking, adaptable and committed to continuous professional development.

Experience

Klinkendetaal / Gridline *Amsterdam, The Netherlands*
Aug 2025 – Present
AI Expert

Technologies: Python, Axolotl, vLLM, QLoRA, Mistral API, Java, PostgreSQL, Kubernetes, Nebius Cloud

- Architected and implemented complete LLM fine-tuning pipeline for Dutch municipal communication:
 - Built 3-phase fine-tuning pipeline (Domain Adaptation, SFT, DPO) achieving 75.6% B1 compliance (+63pp over baseline)
 - Conducted comparative study of 5 open-source models (Mistral, Gemma, Qwen, GPT-OSS, Apertus) on H100 GPUs
 - Benchmarked 36 LLMs across 4 providers for Dutch letter generation quality
 - Developed data processing pipelines: template standardization, pseudonymization, and synthetic training data generation (32k+ pairs)
 - Built gamified RLHF platform (Rails 8 + Spring Boot) deployed on Kubernetes for human feedback collection

Khonraad Software Engineering *Amersfoort, The Netherlands*
Apr 2019 – Aug 2025
Lead Emerging Technologies and AI Architect

Technologies: Kotlin, Java, C#, Azure, OpenAI, Kotlin Multiplatform, JetBrains MPS, Python

- Responsible for complete development lifecycle of the innovation projects, including:
 - A RAG chatbot providing guidance across the WvGGZ laws
 - A full-featured iOS and Android App using Kotlin Multiplatform with OpenAI integration
 - OCR integration solutions
 - Domain-specific language extension for Decision Engine using JetBrains MPS

Captain McFunshines Software Engineering *Soest, The Netherlands*
Aug 2019 – Present
Freelance Software Engineer

Technologies: Kotlin, Azure, AWS, OpenAI, Kotlin Multiplatform, Python

- Developed Podmorph, an AI-powered solution for podcast and radio professionals
- Integrated multiple AI services (Anthropic, Google AI, OpenAI, Groq, Replit, Fal AI) deployed on AWS and Azure

Baker Hughes <i>JewelEarth Platform Evangelist</i>	<i>Delft, The Netherlands</i> <i>Jan 2014 – Apr 2019</i>
Technologies: C#, SQL Server	
– Developer and Product Evangelist of a subsurface modelling platform for the oil industry	
Kempen & Co <i>Senior .Net Developer</i>	<i>Amsterdam, The Netherlands</i> <i>May 2007 – Dec 2013</i>
Technologies: C#, K2, SQL Server, VBA	
– Various internal projects to manage large portfolios and indexing products	
Unisys <i>Developer</i>	<i>Schiphol Rijk, The Netherlands</i> <i>May 2001 – May 2007</i>
– Reporting developer for world wide Accounts Receivables	
ACT Financial Systems <i>Developer</i>	<i>London, UK</i> <i>Nov 1999 – Apr 2001</i>
– Developer and supporting Engineer for a stockbroking settlement system	
HSBC Investment Bank <i>Developer</i>	<i>London, UK</i> <i>Feb 1999 – Nov 1999</i>
– Developer for message processing, report writing, and screen handling programs	
Lloyds Bank Stockbrokers <i>Support / Business Analyst</i>	<i>London, UK</i> <i>May 1997 – Feb 1999</i>
– Support and Report Developer for internal customers	
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Education	
Universiteit van Amsterdam <i>Masters Software Engineering</i>	<i>Amsterdam, The Netherlands</i> <i>Graduated 2022</i>
Note: <i>Completed while maintaining full-time employment</i>	
Wolverhampton University <i>BA European Business Administration</i>	<i>Wolverhampton, U.K.</i> <i>Graduated 1996</i>
Hogeschool Holland <i>HEAO Joint European Business Administration</i>	<i>Amsterdam, The Netherlands</i> <i>Graduated 1996</i>
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Certifications	
– HarvardX Introduction to Data Science With Python	
– 15 Microsoft Certifications including 5 MCPDs in Windows, Web and Azure	
– Nederlands Als Een Tweede Taal (NT2) Niveau 2	
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Languages	
– English: Mother Tongue	
– Dutch: Fluent spoken, listening and reading, intermediate written	