

PAUL SPENCER

Software Engineer

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Summary

Software engineer with nearly three decades of delivering innovative solutions across fintech, energy, and govtech sectors. Completed a Master's in Software Engineering in 2022 while maintaining full-time employment. Currently architecting AI and emerging technology solutions while maintaining focus on practical business outcomes. Hardworking, adaptable and committed to continuous professional development.

Experience

Klinkendetaal / Gridline (NLP solutions for accessible communication) *Amsterdam, The Netherlands*
Senior Developer & AI Specialist *Aug 2025 – Present*

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

- 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
- Built LLM evaluation framework using Kotlin and Koog for automated model benchmarking
- Refactored and stabilized production Java applications

Khonraad Software Engineering (GovTech services company) *Amersfoort, The Netherlands*
Lead Emerging Technologies and AI Architect *Jan 2024 – Aug 2025*
Head of Innovation *Jan 2020 – Jan 2024*
Software Engineer *Apr 2019 – Aug 2019*

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

- Updated software to comply with new laws within core Java product development team
- 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 (ZZP) *Soest, The Netherlands*
Freelance Software Engineer *Aug 2019 – Present*

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
- Five-month .Net consultancy engagement with Baker Hughes

Baker Hughes (Oil Service Company)
Freelance Software Engineer
JewelEarth Platform Evangelist
Senior .Net Developer

Delft, The Netherlands
Aug 2019 – Dec 2019
Oct 2015 – Apr 2019
Jan 2014 – Oct 2015

Technologies: C#, SQL Server

- Served as principal technical contact for external developers building JewelSuite extensions
- Developed and delivered training to ecosystem partners worldwide
- Presented development tools at conferences and helped onboard partners
- Designed platform support procedures and set up support department
- Member of team that developed the SDK and API for the JewelSuite platform

Kempen & Co (Investment Bank)
Senior .Net Developer
Developer

Amsterdam, The Netherlands
Dec 2009 – Dec 2013
May 2007 – Dec 2009

Technologies: C#, K2, SQL Server, VBA

- Delivered training on Entity Framework, Linq and Unit Testing/TDD
- Maintained and enhanced property securities indexing engine
- Developed application for maintaining and trading complex structured products
- Authored K2 Workflow (WWF) systems of business-critical processes

Unisys (Technology services firm)
Developer

Schiphol Rijk, The Netherlands
May 2001 – May 2007

Technologies: VBA, WebIntelligence, C#

- Responsible for reporting Accounts Receivables activity worldwide using WebIntelligence and Microsoft Office Automation
- Go-to person for fast turnaround ad hoc and recurring reports used for board-level decision making

ACT Financial Systems (Software Company)
Developer

London, UK
Nov 1999 – Apr 2001

Technologies: PICK, Databasic, Universe, Visual Basic 6

- Supported and developed FISCAL, a bespoke multi-currency, multi-market settlement system for stockbrokers
- Used Universe Databasic (PICK) to solve business, procedural, functional and technical problems
- Investigated and remedied software bugs and data corruptions

HSBC Investment Bank (Investment Bank)
Developer

London, UK
Feb 1999 – Nov 1999

Technologies: PICK, Databasic, Universe

- Developer for message processing, report writing, and screen handling programs

Lloyds Bank Stockbrokers (Stockbroker)
Support / Business Analyst

London, UK
May 1997 – Feb 1999

Technologies: PICK, Databasic, Universe, VBA, Visual Basic 4

- Implemented, tested and supported various third-party and in-house projects
- Developed reports on the Fiscal Settlement System

Education

Universiteit van Amsterdam
Masters Software Engineering

Amsterdam, The Netherlands
Graduated 2022

- Thesis: *Projecting Rules: Improving Comprehension of Business Rules with Projectional Editing*
Making the Drools DSL Projectional with MPS
 - Courses: Requirements Engineering; Software Specification, Verification and Testing; Software Construction; Software Process; Software Architecture; Software Evolution; DevOps and Cloud-based software
 - Pre-Masters: Compilers; Functional Programming; Logic; Data Structures and Algorithms
 - Languages Used: Haskell, C#, Java, Python
- Note: *Completed while maintaining full-time employment*

Wolverhampton University
BA European Business Administration
Hogeschool Holland
HEAO Joint European Business Administration

Wolverhampton, U.K.
Graduated 1996
Amsterdam, The Netherlands
Graduated 1996

Certifications

- 15 Microsoft Certifications including 5 MCPDs in Windows, Web and Azure
- Netherlands Als Een Tweede Taal (NT2) Niveau 2
- Dutch Driving License (B)

Languages

- **English:** Mother Tongue
- **Dutch:** Fluent spoken, listening and reading, intermediate written