

PAUL SPENCER

Software Engineer & AI Integrator

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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

AI Expert

Aug 2025 – Present

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

Lead Emerging Technologies and AI Architect

Apr 2019 – Aug 2025

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

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

Baker Hughes
JewelEarth Platform Evangelist

Delft, The Netherlands
Jan 2014 – Apr 2019

Technologies: C#, SQL Server

- Developer and Product Evangelist of a subsurface modelling platform for the oil industry

Kempen & Co
Senior .Net Developer

Amsterdam, The Netherlands
May 2007 – Dec 2013

Technologies: C#, K2, SQL Server, VBA

- Various internal projects to manage large portfolios and indexing products

Unisys
Developer

Schiphol Rijk, The Netherlands
May 2001 – May 2007

- Reporting developer for world wide Accounts Receivables

ACT Financial Systems
Developer

London, UK
Nov 1999 – Apr 2001

- Developer and supporting Engineer for a stockbroking settlement system

HSBC Investment Bank
Developer

London, UK
Feb 1999 – Nov 1999

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

Lloyds Bank Stockbrokers
Support / Business Analyst

London, UK
May 1997 – Feb 1999

- Support and Report Developer for internal customers

Education

Universiteit van Amsterdam
Masters Software Engineering

Amsterdam, The Netherlands
Graduated 2022

Note: Completed while maintaining full-time employment

Wolverhampton University
BA European Business Administration

Wolverhampton, U.K.
Graduated 1996

Hogeschool Holland
HEAO Joint European Business Administration

Amsterdam, The Netherlands
Graduated 1996

Certifications

- HarvardX Introduction to Data Science With Python
- 15 Microsoft Certifications including 5 MCPDs in Windows, Web and Azure
- Netherlands Als Een Tweede Taal (NT2) Niveau 2

Languages

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