

Andreos Klering

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Hands-on technology leader with 17+ years of end-to-end experience across engineering, product, infrastructure, and organizational scale. Proven success leading distributed teams, architecting modular platforms, and aligning engineering strategy to commercial outcomes in high-growth, API-first SaaS and fintech environments. Brings deep executional rigor, curiosity, and global experience to fast-paced companies ready to scale.

WORK EXPERIENCE

Nexar

05/2025 – Present | Portugal

Head of Engineering, Growth & Customer Experience 🔗

- Leading two teams across B2B and B2C product lines; responsible for customer experience, growth, and marketing platforms in a high-scale vision AI company.
- Delivered tooling for marketing self-serve deployment, enabling high-velocity experimentation and increasing content throughput across campaigns.
- Ran end-to-end growth experiments testing conversion impact of product offering changes, influencing roadmap and pricing evolution.
- Structured the org around autonomy and ownership, improving delivery accountability and async productivity across remote European teams.
- Embedded observability and dev tooling practices to increase reliability while keeping development lean and adaptable.

Rauva

04/2024 – 04/2025 | Hybrid, Portugal

Head of Engineering 🔗

- Scaled and led a 20+ engineer org across 4 squads, boosting throughput by 50% through structural redesign and agile delivery shifts.
- Launched Rauva Pay in under 3 weeks, overcame regulatory delays for a 3-month rollout, achieving 50%+ cohort adoption and >1000% revenue growth in early stages.
- Decentralized leadership via new engineering leads, cutting dependencies and increasing sprint predictability.
- Implemented DORA metrics and qualitative KPIs—test coverage, story-point accuracy—driving 66% bug reduction in one quarter.
- Shifted release cadence to iterative, decision-driven sprints; slashed lead time and empowered rapid upgrades.
- Reduced incident time via observability tooling and auto-release pipelines; modernized AWS infra to decrease third-party host costs.
- Enabled cost control by transitioning from Netlify to internal AWS, reclaiming infra cost visibility and autonomy.
- Partnered with CEO and Board to align tech roadmap with business goals and budget, preparing for scalable growth.

Inscribe

07/2023 – 01/2024

Product Engineering Manager, Fraud 🔗

Remote, Dublin, Ireland

- Led Fraud vertical (~80% of ARR), establishing Product Engineering and AI/Research teams to double development capacity.
- Introduced prioritization framework increasing throughput 60%, focusing launches on high-value fraud prevention features.
- Shifted to AI-first detection, improving model accuracy by +5% over iterative deployments.
- Reduced lead time by 25% through efficient backlog rituals and stakeholder alignment.
- Delivered enterprise SaaS impact—closing a major financial institution deal—and enabled upsell/revenue via improved fraud accuracy.
- Enabled client wins with top fintechs like Airbase, Plaid, Ramp; drove over \$300K in fraud savings for customers like Ramp and Bluevine.

Primer

02/2022 – 03/2023 | Remote, London, UK


Head of Engineering, Commerce and Payment Experience 🔗

- Directed seven squads (~40 engineers), managing 50% of company output across key commerce/payments tools.
- Re-architected checkout services, accelerating feature delivery by 80%, enhancing resilience and onboarding.
- Added iterative planning and two-way decision-making—boosted velocity by 50%.
- Slashed third-party onboarding from one month to two days via developer-focused APIs/tooling.
- Embedded payment telemetry; delivered 7.5% uplift in authorization rates and 20% cost reduction.
- Authored org-wide Engineering Principles and Progression Framework.

- Orchestrated 33% org reorg without impacting deadlines.
- Built remote-first culture via hackathons and genuine-care coaching.

Farfetch


03/2019 – 02/2022 | Porto, Portugal

Engineering Manager (manager of managers) 

- Scaled Identity & Account engineering from 1 to 4 squads (15+ staff), serving 3.9M MAUs.
- Launched unified Farfetch Login, cutting login-related support tickets by 50% and enhancing retention.
- Implemented CI/CD automation for a 90% faster release cadence with daily feature deployments.
- Reinforced platform scalability through account/catalog architecture, reducing downtime during spikes.
- Conducted R&D in Web3/NFT identity—positioned Farfetch in future identity tech.

ThoughtWorks

09/2018 – 01/2019 | Brazil

Senior Consultant 

- Contributed to agile transformation for a leading US retailer's inventory system; improved speed and accuracy of product availability data.
- Aligned engineering processes with logistics KPIs to support regional warehouse operations.

LivingOffset

09/2017 – 12/2018 | Dublin, Ireland

Founder, Product and Engineering

- Founded and led a climate-focused tech startup leveraging blockchain to enable transparent, user-driven carbon offsetting.
- Directed all product and engineering strategy; defined vision, built roadmap, and oversaw development of web, mobile, and backend systems.
- Built and managed a 9-person cross-functional team (product, engineering, design), delivering a polished MVP and pilot program.
- Developed Ethereum-based offset tracking system integrated with verified carbon APIs, ensuring trust and traceability.
- Shaped the brand and product experience—defined visual identity, UX strategy, and public communications.
- Managed all technical operations including vendor selection, tooling, infrastructure, and release operations.
- Though the startup was eventually shut down, this experience instilled deep lessons on lean product validation, iterative delivery, and the foundations of building empowered, aligned product-engineering teams from scratch.

TargetBeyond

11/2012 – 10/2017 | Brazil

Founder & CEO / CTO 

- Founded 20+ person consultancy delivering full-cycle platforms to clients in banking, betting, and manufacturing.
- Acted as chief architect and executive sponsor across all engagements.
- Delivered 20+ software products tailored to specific business needs; enabled ongoing partnerships.
- Built distributed engineering org across LATAM and Europe; introduced code quality and delivery standards.
- Managed vendors, infra, budget, and architecture across all accounts.

De Lage Landen


11/2010 – 12/2012 | Dublin, Ireland

Senior Full Stack Software Engineer 

- Contributed to global finance platform modernization, unifying data across legacy systems.
- Introduced ElasticSearch, cutting query latency by 70%.
- Led UX redesign for credit workflow; increased resolution rates by 50%.
- Rolled out CI pipelines and agile delivery—cutting cycle time by 50%.
- Instituted source control, code reviews, and quality gates; halved prod bugs.

CWI Software

05/2007 – 07/2010 | Brazil

Full Stack Software Engineer, R&D 

- Developed internal code generation tools reducing manual dev time by 90%.
- Standardized coding and database practices across projects.
- Introduced company-wide unit testing and CI systems.
- Supported senior engineers in architecture reviews and performance tuning.

SKILLS

- **Engineering Leadership & Team Scaling** – Hiring, mentoring, fostering autonomy, and driving growth
- **Technical Strategy & System Design** – Backend architecture, API design, distributed systems.
- **Developer Experience & CI/CD** – Tooling, automation, and performance optimization.
- **Tech Stack:** .NET, TypeScript, APIs, AWS/Azure, Kubernetes.

EDUCATION

Bachelor's degree - Information Technology

2007 – 2013 | Brazil

UNISINOS 

Final grade 8.7/10 | Magna cum laude (Class 2013) | Top Student (Class 2013)