



Jakob Buis

ENGINEERING MANAGER

Details

Delft, The Netherlands

+31681130415

jakob@jakobbuis.nl

Links

linkedin.com/in/jakobbuis

jakobbuis.nl

Profile

I'm an engineering leader, building effective engineering teams. Through coaching engineers, hiring (and firing), and redesigning processes & methods, I enable teams to unlock higher productivity and create sustained impact on business goals.

I hold a Masters in Information Systems and in Business Administration and have been a software developer for 8+ years before moving into leadership roles.

Employment History

Entrepreneur, Provisor

NOVEMBER 2024 – PRESENT

Building a startup, delivering situational awareness for event organisers.

Team Coach, Delft Solutions

OCTOBER 2023 – PRESENT

Delft Solutions is a uniquely lean-focused organization that drives a metrics-based approach throughout its operations. In coaching the engineering team, I work to improve the culture and communication within the team and between the team and leadership.

This is a part-time engagement, Fridays only, focused on a cost-effective approach for the client and building autonomy for the team.

Engineering Manager (a.i.), Ridder

SEPTEMBER 2023 – SEPTEMBER 2024

Building the R&D teams at Ridder into a more efficient, more effective organisation, including:

- * Day-to-day management of the four software engineering teams within R&D.
- * Accelerated the release cycle of the oldest team with extensive legacy from 20 weeks to 2-3 releases per month.
- * Delivered Ridder's first mobile app for climate computing through collaboration in close collaboration with an external design & development agency.
- * Guided the teams through a 25% downscaling; removing one underperforming product and merged two separate teams into a single high-performance Scrum team.
- * Championed a shift in engineering culture, reducing reliance on leadership for technical & product decisions and inter-team decision making, and encouraged accountability in the teams for quality in delivery rather than relying on validation by stakeholders.
- * Improved the software testing approach, resulting in better collaboration within the teams and substantially reduced cycle times.

Head of Engineering, VCSW

FEBRUARY 2021 – SEPTEMBER 2023

Responsible for VCSW's engineering team, reporting to the COO. Grew the team from 2 to 11 engineers and reorganised into separate product teams, maintaining & developing the VCSW-Digitaal SaaS, and ideating and building the new VCSW Datahub product.

Some highlights include:

- * accelerated release cadence from one release per two weeks to releasing on-demand several times per day;
- * created structural knowledge sharing within the team and promoted a culture of continuous learning;
- * secured promotions for several team members and removed underperformers; hired senior technical talent to reinforce a struggling team;

* coached the junior Product Owner joining the organisation, and coached teams as interim Scrum Master until the role could be filled.

Lead developer, IN10 Digital Agency

DECEMBER 2016 – JANUARY 2021

Responsible for growing the technical & collaboration skills of the engineering team. Worked to improve cross-team collaboration with design & PMO leaders. Acted as the primary point of contact for technical strategy on new customer engagements and set the Research & Development roadmap in consultation with senior management. Member of the business unit leadership team with other team leads.

In this role, I continued leading customer engagements as a technical lead.

Volunteering

Manager Logistics, Red Cross

MAY 2025 – PRESENT

Building and leading the event logistics division of 70 volunteers for the Nijmeegse Vierdaagse (Four Day Marches), responsible for supplying 600+ volunteers in medical services and first aid to support over 40,000 marchers. This is a part-time, unpaid volunteer position.

Area Coordinator, Jazz Festival Delft

MAY 2024 – NOVEMBER 2024

Volunteering to manage a public square concert location during the long weekend of the Jazz Festival Delft, and involved in some preparation & evaluation work.

Education

Master, Business Administration, Rotterdam School of Management

SEPTEMBER 2020 – AUGUST 2022

Completed a master's degree in business administration and general management while working full-time. This programme helped me to work effectively with other disciplines such as Marketing & Sales and senior/C-level stakeholders in the company.

Master, Business Informatics, Utrecht University

SEPTEMBER 2010 – AUGUST 2015

Other certifications

Professional Scrum Master II

MAY 2024