



PAUL VENHAUS

Product Engineer

About me

Product engineer with a background in full-stack development and product management. I love digging deep into problems, asking "why" until the real challenge surfaces, and then building solutions that deliver what truly matters. Currently seeking a position at the intersection of engineering and product to help teams ship impactful products with great vibes.

Education

MSc Computer Science

University College London
Dean's List

BSc International Business

Maastricht University
Cum Laude

Tech

- Typescript
- React
- Vue
- Java
- Kotlin
- Vite
- Spring
- AWS
- Kubernetes
- Docker

Soft

- Communicative
- Proactive
- Personable
- Collaborative
- Pragmatic
- Discerning

Languages

- English (native)
- German (native)
- Spanish (proficient)

Contact

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in /paulvenhaus

Professional experience

Product Manager & Team Lead

Trade Republic | Oct 23 – Sep 24

Berlin, Germany

Delivered an in-house performance review solution that **cut review cycle time and employee data entry time by 50%**, enabling standardized reviews across all departments and improving transparency for **500+ employees**. Designed the product roadmap, co-designed UI, aligned stakeholders including C-level leadership, and hired and managed a team of 8 engineers. **Shipped the first scalable version in 4 months** and later expanded the platform to support probation evaluations, **increasing process adoption by 80% company-wide**. Also maintained the internal company control center, improving visibility on team structures, initiatives, projects, and KPIs.

Web Engineer

Trade Republic | Oct 22 – Sep 23

Berlin, Germany

Developed Trade Republic's suite of internal tools, including a customer support platform that **reduced ticket handling times by 3x**, supporting a team processing thousands of daily inquiries. Rebuilt the self-service customer help center, **deflecting 30% of incoming requests** and **improving CSAT by 40%**. Contributed to the company's online banking platform and revamped the front-end engineer hiring process, enabling standardized, unbiased evaluations across 200+ applicants annually.

Software Engineering Consultant

Thoughtworks | Aug 19 – Apr 22

Berlin, Germany

Joined client teams in long-term assignments to deliver products by contributing directly to their codebases while coaching their engineers through pair programming on topics including test driven development and CI/CD. Co-authored the global frontend engineer hiring process and contributed to the Thoughtworks Technology Radar.

Client: Leading German online retailer

Contributed to the rebuild of a large payment processing platform, migrating from a monolith to a scalable microservices architecture. Ensured **accurate handling of 200,000+ daily payment transactions across multiple providers** while maintaining system stability during the migration. **Reduced payment reconciliation errors by ~25%** and enabled faster onboarding of new payment methods.

Client: Global automotive manufacturer

Built a microservices-based web platform **used by salespeople in 800+ automotive showrooms** across Germany. Delivered both front-end and back-end components and **owned the high-level frontend architecture**, defining component standards and establishing development patterns for a cross-continental team of 25+ engineers.