Cristian Avramescu

Senior Engineering Manager

Almere, Netherlands | EU citizen, no visa or sponsorship needed

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SUMMARY

Engineering manager with a software engineer's background: seven years building systems before I moved into leading the people who build them. I do my best work in growing companies whose teams have outgrown the way they were set up. I lead like a coach: I hire for attitude and coachability, give people room to take ownership, and keep the technical direction tied to what the business needs. In the last six years I have grown engineers into team leads, led a platform migration across three teams, and halved a platform's running cost.

HIGHLIGHTS

- **Technical depth:** founded the company's first analytics platform and have led it since, growing it to ~900M events a day for almost 90% of the platform's customers while halving its running cost.
- **Cross-team programmes:** led a three-team, 13-engineer migration of a whole search platform from EC2 to Kubernetes as product owner for the whole programme, including a team outside my reporting line.
- **People:** grew two team leads, turned an under-performer into a senior engineer, and hired two juniors who were both promoted within a year. Every senior and lead on my teams was grown in-house.
- **Organisation:** redesigned the department's team structure with the Head of Engineering, and took a data team from 80% maintenance to 75% project work.
- **Change:** moved two teams to AI-assisted development in two months, delivering about 20% more tickets and features while quality improved.

EXPERIENCE

Software Development Manager

Rezolve AI | Amsterdam | Apr 2023 – Present

Rezolve AI is a Nasdaq-listed AI commerce company of about 1,400 people. It acquired Crownpeak in December 2025; I took this role at Crownpeak in April 2023 and it carried over unchanged.

I lead two teams on an e-commerce search and merchandising platform and report to the Head of Engineering. The engineering department shrank from about 50 people to 35 over these years while my scope grew:

- **Line management:** 8 engineers in two teams; at the 2024 peak, 11 people, including a team lead with her own team.
- **Programme leadership:** three teams and 13 engineers on the Kubernetes migration, 7 of them outside my reporting line, plus 2–3 infrastructure engineers.
- **Led the move of the whole search platform from EC2 to Kubernetes**, a programme aimed at cutting running costs by around 30%. It grew from a three-person project covering a third of the platform into three teams and 13 engineers covering ETL, search and navigation, orchestration and suggest. As product owner for the whole programme I set the delivery commitments and the milestones for each team and component, led the third team through its team lead, and made the technical calls through most of the build. The programme met its milestones, and the ETL component, which everything else depended on, went to production on schedule.
- **Redesigned the department's team structure with the Head of Engineering.** We split two teams into three, redrew what each one owned and set a common way of working. The result: clear boundaries, shorter release cycles on some components, faster responses to maintenance and support tickets, more focused backlogs, and less admin for team leads who had been juggling project management, people management and technical direction. I promoted a QA into one of the new team lead roles and went on to mentor her.
- **Moved two teams to AI-assisted development in two months**, from occasional Copilot use to spec-driven development with Claude. I set the direction and agreed the guardrails with the teams (tests first, AI review before human review, people signing off every spec and plan), and they built the tooling. The 8 engineers delivered about 20% more tickets and features, and quality improved because the extra capacity went into maintenance and CI/CD.
- **Trained my successor as analytics team lead.** I coached a senior QA into the role, starting with planning and project management before people management, and she was running the team on her own within six months. That freed me to run the data engineering team when its lead went on leave.

- **Freed my data team to build again.** They were spending 80% of their time on maintenance because a handover to the technical consultants had stalled. I got it finished by holding both sides to the agreed training plan and setting up support and escalation between the teams; within eight months 75% of their time went to project work.
- **Put capacity where it mattered most.** I paused feature development on the analytics platform so its team could join the Kubernetes migration, and kept work in progress in line with team size by stopping the least important projects rather than spreading people thin.
- **Rebuilt the catalogue ETL platform on Apache Hop and Argo Workflows**, the part of the migration everything else depended on. I set the architecture and coached two data engineers with no software background through the build; the new pipelines run up to 80% faster and cost up to 50% less.
- **Kept growing the analytics platform I founded**, now 25 microservices handling around 900M events a day. Rebuilt its reporting API on Trino so reports load in 1.5–10 seconds instead of up to two minutes, and delivered a full redesign of its user interface.

Leadership: cross-team programme leadership, organisational design, capacity planning, succession planning, coaching and mentoring, change management, stakeholder management

Technologies: Kubernetes, Helm, ArgoCD, Argo Workflows, Apache Hop, Trino, Apache Spark, Java, Spring Boot, Python, Angular, AWS (EC2, S3, SQS), Postgres, Prometheus, Grafana, Claude Code

Software Development Team Lead

Crownpeak | Amsterdam | May 2020 – Apr 2023

Crownpeak is a digital experience platform company of about 350 people (content management, digital quality and product discovery). It acquired Attraqt in December 2022; I took this role at Attraqt in May 2020 and it carried over unchanged.

I led the team behind the analytics platform, which had to run at close to zero cost because customers got it free with the product. Grew the team from five people to ten direct reports, and took on a second team of three .NET developers, whom I moved onto our Java and Scala stack within a year.

- **Halved the platform's running cost** by moving event storage from Redis to S3. It also removed a four-hour limit on how far back events could be matched, and made the platform more resilient.
- **Made the platform faster to run.** Replaced Kubernetes CronJobs with a custom scheduler that packs Spark jobs into a fixed CPU and memory budget: a full cycle of ~400 jobs went from 12 hours to under 2, regardless of customer count.
- **Made it faster to change.** Automated end-to-end tests on every merge and an automated two-step Jenkins release took us from releasing every two or three months to every sprint, with no manual test cycle.
- **Made my team the first in the company to own its monitoring.** Failures that could once go unnoticed for up to two weeks were caught as they happened and fixed by the next day, and monitoring became part of every deliverable.
- **Hired two junior engineers on my own**, without a recruiter: posted the roles, screened more than 100 CVs, wrote the technical assignment and ran the interviews. Both were promoted within a year.
- **Turned an under-performer around** with an honest conversation instead of a formal improvement plan, then gave them ownership of training the new juniors. A year later they were promoted to senior.
- **Set the promotion bar myself.** There was no levelling framework, so I built every promotion case on my teams from evidence and decided when people were ready. I also sat on interview panels for senior engineers and QAs across the department.
- **Built a team that didn't depend on any one person:** a pair-programming rotation, epic owners, a production-support rotation, and no more than two projects at a time so people worked together. When engineers later left, we lost capacity but no knowledge.

Leadership: hiring and onboarding, performance management, promotions, team design, coaching, career development

Technologies: Java, Spring Boot, Scala, Apache Spark, Angular, Kubernetes, Helm, Jenkins, AWS (S3, Kinesis Firehose), Redis, Prometheus, Grafana, Selenium

Senior Software Engineer

Attraqt | Amsterdam | Nov 2016 – May 2020

Attraqt was a UK e-commerce search, merchandising and personalisation company of about 150 people. It acquired Fredhopper, where I started, in March 2017, and a French personalisation start-up in 2019.

I joined Fredhopper as a software engineer on its search and merchandising product, and was promoted to senior in April 2020, shortly before I moved into the team lead role. Also the team's Scrum Master from 2017.

- **Built the company's first analytics platform** with one colleague: Spring Boot ingestion, Spark jobs and an Angular dashboard on AWS. The first version was live in three months, and we were the first team in the company on Kubernetes.
- **Redesigned how the platform collected data** so customers integrated once. Before, every new data point meant customers changing their own integration; after, events were matched to search results on our side and every enhancement happened behind the scenes, which made the product far easier to sell.
- **Built a shared activity pipeline on GCP** with engineers from a newly acquired personalisation start-up: a Node.js API, Dataflow and BigQuery, feeding our AWS reporting stack. My promotion to senior followed its delivery.
- **Reworked merchandising rules** so one rule could apply across every market: customers selling in 20–50 markets needed dozens of rules instead of thousands.
- **Kept the analytics team running almost on my own for several months** after our infrastructure specialist left, teaching myself Kubernetes, Helm, AWS and Spark, then helped hire and onboard three engineers.

Technologies: Java, Wicket, JavaScript, Spring Boot, Scala, Apache Spark, Angular, Kubernetes, Helm, Jenkins, AWS, GCP (Dataflow, BigQuery), Node.js, Redis

Research and Development Engineer

Esker SA | Lyon, France | Sep 2013 – Sep 2016

Esker is a French software company that automates document-heavy business processes such as order processing, invoicing and procurement.

- Built new features and improved the existing code of a sales-order processing web application.
- Wrote and maintained its automated tests, and ran and improved the team's continuous integration.
- Worked with the product owner and product manager to design and prioritise new features, and answered level-3 support questions.

Technologies: C++, C#/.NET, JavaScript, CSS/Sass, HTML, Selenium, QUnit, Jenkins

SKILLS

Architecture: software architecture, distributed systems, event-driven systems, data platforms, cloud cost optimisation, platform modernisation and migration

Data: Apache Spark, Trino, Delta Lake, Parquet, Apache Hop, Argo Workflows, BigQuery, Dataflow, Postgres, Redis

Cloud and infrastructure: Kubernetes, Helm, ArgoCD, GitOps, AWS (EC2, S3, SQS, Kinesis), GCP, Prometheus, Grafana, Loki

Languages and frameworks: Java, Spring Boot, Scala, Python, SQL, TypeScript, Angular

Engineering practice: CI/CD and release automation, test automation, observability, production operations

AI-assisted engineering: Claude Code, spec-driven development, agent guardrails and autonomy policies, MCP, LangGraph, LiteLLM

PERSONAL PROJECT

Home Kubernetes platform, run through AI agents

Sep 2024 – Present

A 7-node homelab running ~70 services, all deployed from one Git repository by ArgoCD, with its own databases, nightly backups, single sign-on and full monitoring. It's where I try things out before I bring them to work.

- **Run day to day through Claude Code.** Agents investigate problems, add services and roll out upgrades and migrations as pull requests that I review; about 400 of its 1,550 commits were AI-assisted, roughly half of those made in 2026.
- **Designed the guardrails the agents work under:** four levels of autonomy depending on the service, hard limits no agent can change, and rules enforced in code hooks rather than in prompts.
- **Built a 15-role autonomous agent fleet, then retired it** when its running cost outweighed its value. The guardrails outlived it and now govern the agents I use every day.

Technologies: K3s, ArgoCD, Helm, CloudNativePG, Traefik, Authentik, Prometheus, Grafana, Loki, Ansible, Claude Code, MCP, LangGraph, LiteLLM, Qdrant

EDUCATION

Master's degree in Engineering, Computer and Information Science

INSA Lyon | Lyon, France | 2008 – 2013

Five-year combined bachelor's and master's programme, taught in French: two years of engineering foundations, then computer science, including software development, operating systems and networking, computer architecture, data structures, discrete mathematics and probability. Three software internships:

- **Atos Worldline** (final-year internship, 2013): built a Java application that computes geographic elevation, from specification and benchmarking through to production.
- **Inwicast** (2012): built a real-time 3D renderer and a presentation tool controlled with the Microsoft Kinect.
- **Générale d'Infographie** (2011): built 3D maps in WebGL and multi-touch controls for a web mapping service.

LANGUAGES

Romanian (native) | English (C2) | French (C2) | Spanish (A2) | Dutch (A1)

WHAT OTHERS SAY ABOUT ME

> "A rare combination of technical depth and the drive to bring others along for the journey... He makes the reasoning behind architectural and product decisions visible to everyone, not just those in the room."
>
> *Former manager*

> "You're good at staying calm in chaos and bringing people with you... You pick the thing the team can run for the next five years. You think about cost before anyone asks."
>
> *Peer, another team*

> "Motivating people, providing different perspectives"
>
> *Peer, another team*

References available on request.