# René Bruns

## Engineering Leadership | Tech Strategy | Product Development

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## Profile

Technical leader with extensive experience in managing development teams and a solid background in architecture, infrastructure, and software engineering. I work at the intersection of technology and organization, helping teams establish effective workflows and guiding projects from concept to delivery.

As a leader, I see my primary role as empowering my team and paving the way for their success. I cultivate an environment built on transparency, fairness, and a strong collaborative spirit. By actively coaching, mentoring, and removing obstacles, I create the conditions for each team member to grow and for us to develop outstanding solutions together.

## Key Skills

- Engineering Leadership & Team Building
- Agile Methods (Scrum, Kanban)
- Technical Architecture & System Design
- Cloud & DevOps (AWS, serverless)
- Product Development (Hardware & Software)
- IT Due Diligence & Tech Assessments
- AdTech & Data-Driven Systems
- Recruiting & Interviewing
- Communication across C-Level & Engineering
- Languages: German (native), English (fluent), Swedish (intermediate)

## Professional Experience

**Engineering Manager - Meta (09/2022 - 04/2025)**
- Managed a 13-person team focused on detecting impersonation across Meta's platforms.
- Raised team satisfaction from 20% to 92%.
- Significantly improved team productivity.

**Senior Engineering Manager - Spotify (12/2018 - 09/2022)**
- Led ~30 engineers and 5 EMs in building Spotify's hardware product "Car Thing".
- Drove product from concept to launch, through multiple pivots.
- Implemented metrics-based measures for team health.
- Supported recruiting and interviewer training.

**Senior Engineering Manager - Klarna (01/2018 - 11/2018)**
- Interim lead for two development teams.
- Built a high-security infrastructure team.
- Developed a self-service infrastructure portal using AWS (Cognito, Lambda, DynamoDB).

**Senior Manager IT Due Diligence & Data - ProSiebenSat.1 (11/2015 - 12/2017)**
- Led IT due diligence processes for 40+ M&A cases.
- Advised on analytics and AdTech projects
- Interim CTO for The ADEX GmbH; introduced agile methods and rebuilt the team.
- Technical lead for the highly innovative "Addressable TV" platform, connecting classic linear TV advertisements with modern data management platforms

**Head of Development & IT - wywy (09/2012 - 10/2015)**
- Built and led an international team of 15 developers.
- Designed a second-screen TV app with high user engagement.
- Led development of audio recognition, DSP bidding, and AdWords automation tools.
- Guided two company pivots and introduced on-call and self-healing systems.

**Lead Developer and Technical Director - Travian Games GmbH (01/2009 - 08/2012)**
- Led the Tools team and onboarded new engineers.
- Pioneered Scrum-based agile development in the company.
- Led the development and release of the game "Remanum" to the public.
- Promoted department-wide development standards and contributed to the company-wide stage gate process.
- Provided technical leadership for 25+ game developers and streamlined the engineering recruitment process.

**Senior and Lead Developer - Stahlgruber GmbH (05/2002 - 12/2008)**
- Led the project to transform the terminal-based ERP system to a browser-based solution and later replaced it with a Linux based system.
- Developed the application framework based on PHP and Zend Framework.
- Trained and supported mainframe developers in adopting the new framework.

**IT Specialist for Software Engineering - Wessels & Müller Fahrzeugteile AG (08/1998 - 04/2002)**
- Developed mainframe-based logistics applications.
- Developed Germany's first productive browser-based mainframe application.

## Education

**Wessels & Müller AG (1998 - 2001)**
Apprenticeship: IT Specialist for Application Development

**Goethe-Gymnasium Ibbenbüren (1989 - 1998)**
High School Diploma (Abitur)

## Volunteering

**EV Fürstenfeldbruck (since 2022)**
- Active member, game official and in-arena announcer at the local ice hockey club