

Benjamin André-Micolon

Hands-on Engineering Manager | Product Engineering · Developer Experience

Amsterdam, Netherlands · EU citizen · On-site / Hybrid / Remote

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SUMMARY

Hands-on Engineering Manager with 10+ years building software and leading engineering teams since 2018. What drives me is making complex systems simple, for both users and engineers. I am strongest at the intersection of product, customers, and engineering: translating customer conversations into product decisions, shipping customer-facing systems, improving developer experience, and reducing technical debt.

Managed and grew 5–6 direct reports while providing technical leadership across ~20 engineers and remaining hands-on in architecture, code review, tooling, and delivery. Strong background in TypeScript/Node.js, distributed systems, enterprise identity and access management (IAM), AWS, and AI / agentic engineering.

EXPERIENCE

SimplePDF Founder & CEO | Principal Engineer

2019 – Present

Side business alongside full-time roles since 2019; full-time since Feb 2026, leading a ground-up rewrite of the codebase into a fully agentic system.

- Built and operate a bootstrapped PDF-editing SaaS serving **9,000 daily users** and ~25,000 PDFs/day, with a 35,000+ user Chrome extension, 400+ GitHub stars, **99.99% uptime**, and ~90% gross margin.
- Built the product around hiding technical complexity from users: a deliberately simple editor backed by a multi-tenant, data-driven architecture serving six product surfaces from one codebase (React SDK, embed, Chrome extension, WordPress, Bubble, SharePoint).
- Shipped in-editor AI form filling backed by computer vision and client-side agent tooling (webMCP, human-in-the-loop); structured the codebase for AI-assisted development with **900+ end-to-end tests** as quality gates.
- Ran customer and prospect discovery through regular calls and founder-led sales, translating recurring needs into product and integration priorities; built an AI-based CLI for research, lead generation, and intent capture, and automated much of the business around GitHub.

Sema4.ai Engineering Lead

Jan 2024 – Feb 2026

Retained following the Robocorp acquisition with expanded leadership scope

- Managed and grew **5–6 direct reports**: hiring, regular 1:1s, performance reviews, and career development, with hands-on mentoring as a personal focus.
- Provided technical leadership across **~20 engineers** and QA specialists plus two contractor pods, setting engineering standards through architecture and code review.
- Partnered directly with enterprise customers on discovery and technical calls, translating identity and access-control requirements into product and architecture decisions; owned enterprise SSO and group-based RBAC end-to-end across dashboard, chat, and backend, helping close enterprise deals. Customers specifically praised the RBAC model for its simplicity.
- Architected the runtime credential-injection layer for the company's agent tool server ("Actions," a pre-standard MCP) so AI agents authenticate to external systems at execution time, and led its later improvements (file reading and upload).
- Served as technical lead for two flagship products: the core AWS platform and the Snowflake Native App; Snowflake leadership rated the app among the strongest in its marketplace.

Robocorp Senior Software Engineer » Team Lead

Aug 2021 – Jan 2024

Acquired by Sema4.ai

- Optimised the core orchestrator's throughput by **~20,000×** (from ~50 to **1M+** items in load tests) after a new looping execution model was introduced; architected the **15 high-signal end-to-end tests** that gated every release.
- Built a custom strictly typed Lambda-to-Lambda framework (Zod schemas, discriminated-union Result pattern) for strong developer experience and used it to deliver a zero-downtime MongoDB-to-DynamoDB migration; it encodes best practices for safe cross-service calls and remains in production today.
- Built a CLI that automated deployment of the full Robocorp stack, **reducing a 3–4 hour process** performed by the CTO and VP Engineering to approximately **5 minutes**.
- Built enterprise OIDC SSO from the ground up with one engineer and led a technical-debt reduction effort, incrementally migrating **30 services** to TypeScript strict mode; promoted to Team Lead.

Sixfold Founding Engineer » Team Lead, Carrier Onboarding

Jan 2018 – Jun 2021

- Joined as a founding engineer and built the carrier onboarding platform plus a data-visualization back office used by data science to tune routing algorithms and identify telemetry gaps.

- Co-architected the Kafka-backed forwarding system at the core of Sixfold's product.
- Promoted to lead Carrier Onboarding; embedded with the Vienna operations team to automate its most time-consuming workflows, increasing team capacity enough to halt additional onboarding hiring.

Pipedrive Front-End Engineer, Growth

May 2017 – Jan 2018

- Led development of Pipedrive's Gmail Chrome extension, its best-performing app at launch; designed a self-updating architecture and presented the approach in a technical deep dive to the wider front-end organization.
- Built a gamified MJML email-template system and scheduler; the work contributed to the Growth team being promoted to Core.

Tree Co-founder, CEO & Front-End Engineer

Feb 2015 – Jun 2017

- Co-founded and ran a social-sharing startup, owning product, UX, go-to-market, and front-end engineering in AngularJS.

Palleter Front-End Engineer

Sep 2016 – Apr 2017

- Sole front-end engineer, building the product and back office with React and GraphQL; later spoke on GraphQL at [DevClub](#).

Skillific Front-End Engineer

May 2016 – Sep 2016

- Owned the Skillific platform front end in AngularJS and represented the company alongside the CTO at TechSylvania.

Create it Real Precision Mechanical Engineer

Sep 2013 – Jan 2014

- Designed and built FDM 3D-printer prototypes end-to-end, covering CAD, fabrication, assembly, and experimental conductive controls using 3D-printed graphene.

SKILLS

Leadership: Engineering management · Team leadership · Hiring & interviewing · 1:1s & performance reviews · Mentoring & career development · Technical direction · Architecture

Product & Engineering Effectiveness: Product engineering · Customer discovery · Customer-facing engineering · Developer experience (DevX) · Developer productivity · Technical-debt reduction · Cross-functional delivery · Quality gates

AI / Agentic Engineering: LLM function calling · MCP · webMCP · Agentic workflows · Prompt & context engineering · Human-in-the-loop systems · AI-assisted engineering

Backend / Platform: TypeScript · Node.js · Lambda · Distributed systems · PostgreSQL · DynamoDB · Kafka · GraphQL · OpenAPI · OIDC SSO · RBAC · IAM

Cloud / Infrastructure: AWS (Lambda, SQS) · Cloudflare Workers · Docker · Kubernetes · Nginx · Terraform · Helm · CI/CD

Frontend: React · Next.js · TanStack Start · tRPC · React Query · Web Workers · WASM · UX

EDUCATION

M.Sc. Materials Engineering from École Polytechnique Universitaire de Lyon, 2015. Initiated and set up a new Erasmus exchange partnership between Université Lyon 1 and Tallinn University of Technology, creating the first two student placements and joining the inaugural exchange in 2014–2015.

LANGUAGES

French (native) · English (fluent) · Estonian (B1) · German (basic)

OTHER EXPERIENCE

- Co-created Eesti Paigad and grew it to 25,000 followers, becoming one of Estonia's largest local travel-creator brands and working with organizations including the European Commission, Tartu, and Pärnu.
- Youngest-ever CNCCEF French Foreign Trade Advisor; served as a technology advisor to the French Embassy in Estonia.