Thibault Maekelbergh



☎️ Contact information

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👩‍💻 Work experience

Freelance consultant (Software, leadership, compliance)

- Foodbag, *Ghent*, since September 2026
- Payflip, *Brussels*, since November 2026

CTO

Payflip, *Brussels*, February 2025 - October 2026, scaleup of ~45 people

Build, coach, mentor the team of 12 senior software engineers, make confidently shipping new software a given. Draw up the hiring strategy and plan, act as hiring manager, manage engineering budgets. Performance management, exits, on and offboarding, reward strategy & promotions.

Got Payflip ISO27001 certified for the full scope (product and organisation), acting as lead, implementing required information security controls and rhyming Payflip's no boundaries open and transparent legacy control with strong compliance, privacy and security. Govern the DPA, TPRM, T&Cs, Trust Center and act as SPOC for customers concerning data, security and privacy.

Be the technical / compliance voice and advisor within the company strategy. Determine the technical roadmap and quality attributes together with the product team. Bring together the engineers around RFCs, technical decision making, refactors, maintenance en technical evolution.

Determine the AI strategy, from budgets, to tools, to agentic engineering, to ensuring data compliance, organise internal learning moments, bring AI into every corner of the company.

Helm, architect and kickstart the strategic initiative of building a compliance layer integrating official government sources (*e.g RSZ, Mobility Budget, CAOs*) and make it consumable via AI systems (A*gents, MCP, API*) and actively deployed in customer support.

Engineering Lead

In The Pocket, *Ghent*, March 2023 - January 2025, org of ~200 people

Guide & manage our Tribe of 40 software engineers.

Responsible for 1-on-1 coaching & mentoring, career development, performance reviews, teaming & hiring, stakeholder alignment, technical vision & direction, data fuelled reporting from both a business, people, and development perspective. Represent the engineering part in our budget planning & forecasting.

Lead Engineer

In The Pocket, *Ghent*, August 2020 - March 2023, for Colruyt Xtra

Lead engineer for a team of React Native engineers working within a consortium of 3 companies. Became one of ITP's two large-scale mobile React Native projects.
This role consists of shaping architectural decisions, frequent client communication & decision making, guarding frontend quality over multiple subteams, training & coaching senior engineers, scaling the application to perform at 900K+ monthly active users.

Started small with a team of 4 where I coded the software foundations, evolved to a guiding role over time. This way I could think together with the engineers, when

guiding us to scale to 20 engineers divided over the different feature teams.

Established a frontend practice to keep feature teams aligned, traversing ITP's company context so we could work together efficiently with 3 companies.

Web Tech Lead

In The Pocket, *Ghent*, December 2019 - February 2023

Internal community working applied to Web + React Native. Evaluating new software and adapting the technology stack where needed. Contribute & maintain ITP's Tech Radar.

Own the technical hiring phase for web / full stack / React Native applicants. Consisted of interviewing, creating tangible case studies, live cases, and doing the case study review. Assisting the talent team & hiring manager in making a decision.

Supporting our sales team in performing technical estimations, budget verifications, contributing to RPF proposals and presenting in client pitches.

This was not a focus role, but a combined role with being a (lead) React Native engineer.

React Native Developer

In The Pocket, *Ghent*, September 2017 - September 2020, org of ~40 people, NDA Client

Developing maintainable & qualitative code for ITP's biggest React Native project. Working with various communication protocols (Bluetooth, BLE, mDNS, Websockets, UDP) in RN and interop with native Obj-C and Java code. Was an active challenger for the status quo and looked into automating our release flow, researching developer metrics. Established new foundations together with the team that still stand strong today at ITP.

Web Development Intern

Edenspiekermann, *Berlin*, March 2017 - June 2017, org of ~40 people

Putting my education to the test with React, Redux, Rails & Craft CMS. Successfully guided a big refactor.

🧠 Skills

Expertly skilled in: Typescript / React & React Native / Mobile App Architecture / Bash / Docker / Node.js / Evolving & maintaining large codebases / Linux / Automation & workflow enhancement / Hiring (Execution & Strategy) / Adapting to cutting edge technology / Building development teams / GraphQL / People Management / Everything AI & agentic flows

Proficient in: Ansible / AWS / Google Cloud / Azure / Accessibility / Grafana / Compliance / ISO27001 / GDPR / Go / Nix / RAG / MLOps / Hosting & maintenance of open weight LLMs

Dig deeper yourself: An overview of everything I can help out with lives on my site, as does my personal Tech Radar

👨‍🎓 Education

Bachelor Devine

Howest, devine.be, 2013 - 2017, awarded with best internship of the final year

✍️ Publications

- Writing on hiring, on AI and more at the blog (with newsletter)
- Hubble, an ahead of its time design system. Consisted of multiple OSS components
- mobile-accessibility, mobile (RN) application that showcased examples of accessibility support
- ansible-infra, IaC for my homelab
- awesome-raspberry-pi, open source collaborative resources for Raspberry Pi
- oyster, experiment to bring packaged helper utilities to bash
- ...more on Github