Gregor Welters

Senior AI Software Engineer
Software Architect

Available immediately · permanent role · remote, hybrid preferred · on-site Düsseldorf / Cologne / Wuppertal

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FOCUS

- Agentic AI & agent development — tool use, RAG, MCP, evals, guardrails
- AI workflow automation — process analysis, orchestration, monitoring
- Corporate LLM systems — on-prem / VPC, vector DB, EU AI Act
- AI security — screening, pen testing, hardening
- Consulting & enablement — AI coding workflows, spec standards, review practice

STACK

LANGUAGES & RUNTIME

Go · Python · TypeScript · React · PHP · SQL · Bash · node.js · js · Java · typescript

AI & LLM

Claude · OpenAI · local LLMs / Qwen · MCP · Training · finetuning

FRAMEWORKS

Symfony 6 · Doctrine · you name it

DATA & PERSISTENCE

PostgreSQL · MySQL · Redis · MongoDB · Oracle · SQLite

DELIVERY & ARCHITECTURE

Docker · gRPC / Protobuf · Git · CI/CD · k3s · Clean Architecture · SOLID · TDD · spec-driven

PROFILE

Software developer and architect since 1998. Started at ten, out of curiosity, and never stopped since. A digital native before the term existed.

Today I design systems and orchestrate AI agents to implement them: spec-driven, test-driven, with Clean Architecture and SOLID as guardrails. Code that meets the requirements exactly and is still maintainable and extensible years from now. I analyse processes, build the automation that actually fits, get teams to the point where they use AI productively instead of decoratively — and I say so when automation is the wrong answer.

WORK EXPERIENCE

since 2025 — **AI Engineering** — Deepening & own projects
Intensive self-study in agentic AI and spec-driven development with AI agents. Built welters.aiproactive.net (concept, architecture, implementation). First engagements in process analysis, workflow automation, and team enablement for controlled AI adoption.

2019 – 2025 — **Senior Developer** — Accendere GmbH
Greenfield development of legacy systems with Symfony, each with massive performance and code quality gains: report generator with ~30 parameterized DB reports and complex commission algorithms, automated rating system for the betting business, control systems for the regulatory authority. Reorganized the team's development processes (Scrum, Jira, CI).

2016 – 2019 — **Developer** — Nexus Netsoft GmbH
Highly customized Shopware shops, import systems and REST APIs in Symfony and Phalcon.

LANGUAGES

German — native speaker

English — very good command

EDUCATION

Self-taught studies
since 1982 — ongoing

Programming languages, software architecture, computer technology.

Secondary school diploma
until 1993 — Lessing-Gymnasium, Düsseldorf

STRENGTHS

Analytical thinking · Creativity · Process understanding · Communication · Team enablement · Resilience under pressure

MISCELLANEOUS

Driver's license class B

Recreational diver (VDST) *

References & work samples on request

2015 – 2016 **PHP Developer & System Administrator** — Maklerkanzlei CEO Deutschland GmbH

Sole responsibility for concept and development of a domain-specific CRM from scratch: mobile data capture, imports/exports, automated email processing, cloud-based telephony, document generation. Introduced Xdebug, Git Flow, unit and functional tests; trained staff in SOLID and OO design.

2013 – 2015 **PHP Developer** — Brainbits GmbH · Silvertours GmbH

Scrum team on a large Symfony2 application for producing custom-fit foam inserts: SVG editor, automated CAD/CAM integration, production and admin backend, multi-tenant systems. Then e-commerce on the large legacy codebase of billiger-mietwagen.de.

2003 – 2013 **Self-employed Software Developer** — Welters Websolutions

Own platform with automated importers (incl. BMECAT), print template generators for large product catalogs; learning and research programs for the University of Duisburg-Essen.

1993 – 2003 **Early Years** — Weos AG · Welters PC-Service

Co-owner and head of development at Weos AG: multi-tenant CMS platform, shop systems, early self-built AJAX technologies. Previously self-employed IT service provider; 1996 multimedia CD-ROM for EICTV Havana (with Kassel Art Academy).

SELECTED PROJECTS

2026 **welters.aiproactive.net**

My own website including a backend with CMS and lead management, built entirely spec-driven with AI agents: Astro SSG, Go API, k3s cluster, CI/CD with a staging gate and an end-to-end suite.

2025 / 26 **agentboard: an agentic platform**

With a kanban production system for spec-driven development, including an LLM router with model pooling and an integrated scheduler for local models.
A general-purpose platform for building agentic systems, and a runtime engine for the apps built on it.

2023

Reimplementation of the company's core component

Fully automated settlement and booking service for the betting business, with highly complex evaluation of more than 80 bet types, in a thorough Clean Code and SOLID architecture.
Legacy runtime: ~20 minutes per race
New runtime: ~0.1 seconds per race
Rolled out to production in stages, only after a purpose-built test system had proven correct behaviour including every edge case.

2022 / 23

Initiative to save the development department

Analysis of the team processes, the information flows and the deficits in team management. I convinced first my teammates, then the team lead and finally the management of a package of measures that led, a few months after implementation, to abolishing a 24/7 on-call rota. Until then a developer always had to be reachable to patch problems in the production database that were caused by unfixed bugs.

2013/14

Production system for custom-fit foam inserts

SVG-based editor with automated CAD/CAM integration, a complete production and admin backend, multi-tenant systems (Symfony2, Doctrine2, PHPUnit, CI).

2001-2013

The weOs platform

A multi-tenant, multi-user CMS with features ahead of their time: AJAX before the term existed, a socket connection to the browser before WebSocket. It was a server platform for my clients' daily-updated websites, with a generic, universal backend and frontend delivery on a classic LAMP stack using my own framework.