

ERNST NAEZER

Digital Leader | Transformation | Digital Strategy | Head of Engineering | DevEx | 20+ years in tech



Ernst Naezer (he/him)
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Languages

Dutch - Native speaker
English - Fluent

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PROFILE

Based in the Netherlands, I am a seasoned digital leader with a strong software engineering background. I'm passionate about using technology, data, and design to build digital products that customer love and work for the business.

The core of my leadership style is empowering individuals. I like solving structural challenges in an environment that encourages creativity, experimentation, and critical thinking - that's what got me into engineering two decades ago and what keeps me going today.

COMPETENCIES

Leadership, All Things Digital, Innovation, Story Telling, Building Platform and Product Teams, Organization Design, Architecture, Design Thinking, and of course working with Excel.

HIGHLIGHTS AND RECOGNITIONS

In 2021, I received a **Recognition Award for Outstanding Achievements from NN**. Some notable instances of my contributions have been documented and presented in various formats:

- **Digital Transformation of NN:** I shared details of our digital transformation journey during an interview that is featured in the *Annual Report NN Bank 2022*, which can be accessed [here](#) (PDF, page 26 & 27).
- **API Design Thinking talk:** Diving deep into ING Bank's journey of shifting our API design from a technical undertaking to a business one, I have given numerous talks. Watch me speak at *We Are Developers 2018* [here](#).

SELECTED EXPERIENCES

NATIONALE-NEDERLANDEN BANK: HEAD OF ENGINEERING (2021—PRESENT)

- Led the Bank wide digital transformation program - implementing cross-functional product teams applying design thinking to deliver software using internal platforms, implementing a maker culture
- Launched the internal Engineering and Design (Maker) Portal explaining way of working, hiring guidelines, digital product strategy, training and self-service capabilities, and how to release bank-grade software
- Member of the Bank Technology MT and NN Group's Engineering Board

NN GROUP: INNOVATION AND ENGINEERING MANAGER (2018—2021)

- Built and led an engineering and design department of around 40 fte from scratch. The focus was innovation and delivery of strategic programs

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- Led the digital transformation program of NN Bank's Mortgages: coaching senior leadership, forming cross-functional product teams, hiring engineering management & senior engineers to kick-start the design-based way of working
- Introduced the Engineering Manager function at NN Group in collaboration with senior leadership, works council and HR. Hired the first 5 Engineering Managers
- Implemented NN's Interviewing & Hiring Process to hire +/- 70 engineers cross-company

ING BANK: API ARCHITECT AND COMMUNITY LEAD (2014—2018)

- Created and hosted trainings, gave (keynote) presentation and workshops around productizing APIs the introduction of PSD2 and API monetization
- Ran numerous Service Blueprinting, Design Thinking and Product Vision workshops
- Tech lead of 'Financieel Fit Wijzer' - a set of online financials tools designed to help customers explore financial scenarios

WINCOR-NIXDORF: TECHNOLOGY EVANGELIST (2011—2014)

- Worked with the core software engineering teams in Germany on modernizing the technology stack and methods for faster prototyping
- Led an international team (6 fte) delivering the SDK for the Android-based payment device tablet. Included where system and payment APIs, sample applications, testing simulators and documentation

Prior to these positions, I've has several roles as a Software Engineer, Architect, and Tech Lead. My educational background in Embedded Systems Engineering.

PERSONAL

I'm happily married with two wonderful kids. Outside of work, I enjoy reading fantasy novels, improving our house, designing and playing tabletop games, tuning into tech, news and science podcasts, maintaining my fitness at the gym, and staying updated with technical advancements.