

Kore Nordmann



Personal Details

Name
Kore Nordmann

Address
Hördenstraße 42
58135 Hagen

Contact
kore+cv@nordmann.name
+49 (0)170 5827405

Born
15. Apr 1981, male, in Germany

Marital Status
Married, 1 kid

URLs
kore-nordmann.de/
www.linkedin.com/in/koredn/
chaos.social/@kore
github.com/kore

Skills

Software Architecture ●●●●●

Cloud Infrastructure ●●●●●

Technical Quality Assurance ●●●●●

Software Delivery ●●●●●

Product Management ●●●●●

Product Development ●●●●●

Special Interests

Fighting the climate emergency

Advance learning and teaching in cooperation with teachers

Connect people from different backgrounds to reduce xenophobia, sexism, transphobia, etc.

Veteran CTO who built successful companies through empathic leadership and mastery of software delivery - from sustainable code to stakeholder trust. Now exploring the future of empathic and sustainable tech.

Work Experience

VP Engineering (& shareholder) Nov 2021 - Dec 2024
commercetools GmbH, Munich (remote)

I led the product development department for all emerging products in commercetools as the responsible Vice President Engineering closely collaborating with a Director Product. Starting only with the product we sold in 2021 to commercetools additional products and teams were added to my product group. The original product grew from 2M to 10M ARR in 3 years, while successfully launching the additional products into the market. The product-development team grew from 40 to 70 people in this time. While being responsible for the product development and delivery of my product group a key part of my role was internal and external stakeholder management.

commercetools builds B2B enterprise SaaS eCommerce products delivered primarily as services to companies like Lego, VW, Audi, Spehora, ATM, and many others.

CTO & Founder Nov 2017 - Nov 2021
Frontastic GmbH, Münster (remote)

Founding, building, and selling a company in an undiscovered field (eCommerce Frontend as a Service) is a journey not easily summarized in a few sentences. Starting by building the product (backend, frontend, infrastructure automation), additionally leading product together with the CEO, participating in investor meetings, selling our product to prospects, and, of course, building an high-performing engineering team which can deliver and scale. Closing deals with and serving the website for the entire online revenue of companies like Apollo, Flaconi, and Green Thumb Industries.

Eventually we onboarded a Chief Sales Officer and a Chief Product Officer I closely collaborated with and we grew the company to 70 people, finding our product-market-fit, and 2M ARR before selling it to commercetools.

Investor & Developer 2015 - now
tideways GmbH, Bonn

While still acting as consultants we developed the first dedicated PHP application performance monitoring tool, available as SaaS. Since 2017 tideways is cashflow-positive and steadily grows by 10% to 25% per year. After participating in the development initially I've only acted as a passive investor since we founded Frontastic.

CEO, Consultant & Founder 2010 - 2017
Qafoo GmbH, Dinslaken (remote)

We founded Qafoo to teach the art of software quality. As a consultant and manager we taught this to many teams in smaller and larger companies. I was a well-established conference speaker during this time (some of my talks are available on <https://kore-nordmann.de/talks/>). We eventually also helped out as architects and assisted companies in automating their infrastructure.

Software Developer 2005 - 2010
ez Systems AS, Skien (Norway) (hybrid)

Starting with developing and leading projects on top of eZ Systems Open Source Content Management System I eventually worked for them as a developer on the Open Source PHP component library eZ Components, which was the first test-driven project in the PHP ecosystem and was eventually handed over to the Apache Software Foundation.

Next: Beliefs, education, publications, and technologies

Beliefs

I'm passionate about guiding teams through the complexities of distributed architectures with an empathic approach that creates lasting value. From deciding on service boundaries to managing dependencies and high-load operations, I help teams find sustainable solutions that balance product needs with technical excellence.

I have written code for 29 years, in many different languages, and still enjoy being able to craft things out of basically nothing. Being aware that our work is always built upon the work of others I believe in OpenSource and try to follow its principles. I prefer GPL over MIT. I don't think that creating code in a particular language has more "worth" more than code in another language. Selecting the right paradigm and virtual machine for a project is most important. I want to craft solutions and create value and not argue about personal preferences.

In my free time, I love to cook and am not too bad at it. Generally speaking: Everything I can do with my hands, like DIY in our house, showed to relax me and be a great counterpart to my daily work. Relaxing in our garden and just enjoying time with my wife and daughter are the luxuries I work for. Combine this with good food and you'll get a happy Kore.

I acknowledge my position of white male privilege and the responsibility that comes with it. As a feminist and ally, I actively work to challenge systemic inequalities and support underrepresented communities. Through personal experience with burnout, I've learned that effective advocacy requires healthy boundaries. I choose not to work with those who promote discriminatory ideologies in any form, focusing instead on creating positive change while preserving my mental resources.

Education

Studium Diplom Informatik (Master)

2004 - 2010

TU Dortmund, Dortmund

Ending my studies in 2010 with my diploma thesis on "Algorithmic learning of XMS Schema definitions from XML data" I studied while already working as a developer, writing books and articles, and speaking on conferences.

Studium Diplom Informatik (Master)

2001 - 2004

TU Clausthal, Clausthal-Zellerfeld

I completed my Vordiplom (Bachelor) at TU Clausthal in 2004.

Publications

2013

- Real-World Solutions for Developing High-Quality PHP Frameworks and Applications
- Softwarequalität in PHP-Projekten

2011

- Algorithmic learning of XML Schema definitions from XML data
- CouchDB Das Praxisbuch für Entwickler und Administratoren (Technical Review)

2009

- Standardization of Ontologies (paper)

2007

- eZ Components – Das Entwickler-Handbuch

2006

- Exploring PHP – Software-Entwicklung für Profis

A selection of conference talks: <https://kore-nordmann.de/talks/>

Technologies

Code in production:

PHP, JavaScript (Vanilla, (P)React, TypeScript, ...), Go, Ansible, Bash, Terraform, HTML, CSS, SASS, SVG

I also enjoyed or enjoy:

Rust, Java, Python, Perl, Ruby, C, C++, C#, Haskell, Lisp, Elixir, XSLT

Fond, but old, memories:

QBasic, Logo, Turbo Pascal, Asembler



#standingDesk #remoteWork #diy



#cooking #food



#travelling #enjoyYourLife



#kore #enjoyingOurGarden



#familyTime #vacation



#drawing #diy #contemplation



#building #diy #woodWork