

Max Werner

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About

Engineering lead with broad interests across AI engineering, product development, software engineering, management, company building, and entrepreneurship.

As a high agency generalist, I pick up new technologies quickly, coach individuals and teams, and move seamlessly between code-level detail and the big picture. I thrive in roles that balance technical execution with strategic leadership.

Recently finished a Master's in Computer Science at CU Boulder alongside my full-time role.

INTJ (Architect) personality type (MBTI)

Skills

Techstacks: Python · Kotlin · RESTful APIs · AWS · Java · MongoDB · TypeScript · Angular · Full-Stack Development

AI: LLMs · AI Engineering · AI Agents · AI Coding Tools · Multi-agent Systems · AI Alignment · ElevenLabs

Soft Skills: Management · Team Leadership · Product Management · Project Management · Strategy · Marketing · Agile Methodologies · Community Management · Scrum

Work Experience

conLeos GmbH

Engineering Lead, AI

Dec '24 - Present

- Currently leading development of a customer-facing voice agent based on ElevenLabs to automate back office operations for handypeople, coordinating with customers, marketing, company leadership and engineering team.
- Led my team in building a multi-agent system of self-modifying AI agents, enabling experiments in automating software engineering workflows and enabling adoption of AI coding tools in 80% of the company.
- Led a team of four engineers in building an internal LLM-powered tool that decreased time to completion for several tasks by 70%. Work included project management & planning, dealing with stakeholders, giving internal structure like code guidelines, and having a major influence on the architecture.
- Motivated and coached one engineer who was previously seen as a low performer, to become one of the most productive team members (more than doubling their previous work output).
- Fostered a team culture of meritocracy, celebrating achievements, talking through disagreements and supporting one another.
- Drove AI education and adoption across the company by training ~30 software engineers and ~10 non-technical stakeholders, and coordinating with leadership (CEO, IT Security Officer) to establish company-wide AI usage guidelines and processes.

AI Safety Global Society

Alignment Research Fellowship (part-time)

Mar '25 - Sep '25

- Completed the Alignment Research Engineer Accelerator (ARENA) curriculum as one of the fellows in the Alignment Research Fellowship (ARF) pilot program.
Conducted a 6-week team-project researching the difference in alignment between single-agent and multi-agent AI systems, which led to a conference-accepted research paper.

Nox Technologies UG

Co-Founder & CEO (side project)

Jun '24 - Mar '25

- Built and launched Bookaholic from idea to MVP, bootstrapped to ~\$150 MRR; shut down after market testing showed insufficient demand.
- Owned product vision, technical direction, and implementation, while coordinating with two cofounders.

conLeos GmbH

Software Engineer

Feb '21 - Dec '24

- Part of the team behind a high-visibility, globally scaled system serving several major automotive brands, delivering millions of images to customers every day with 99.99% reliability.
- Owned several features end-to-end, from architecture to external stakeholder communications — for example, the Audi Sport “customiser,” the key online tool driving sales of performance models like the Audi RS6 Avant.
- Initiated & drove some company-wide improvements, such as a new system for supporting employee education better & an efficiency plan.
- Acted as Scrum Master & Agile Coach for 1.5 years; trained and coached 5 new Scrum Masters.
- Coached four junior engineers.

Ostfalia - University of Applied Sciences

Lecturer Software Engineering (part-time)

Mar '21 - Jul '24

- Teaching assistant in 'Software Engineering Project' and lecturer in 'Quality Assurance and Testing' (for software development). Guided multiple student teams to deliver successful projects, coaching on engineering practices and project management via lectures, code reviews, and sprint retrospectives.

conLeos GmbH

Degree Apprenticeship ("Duales Studium") in Software Engineering

Sep '17 - Feb '21

conLeos GmbH

Software Engineer Intern

Aug '16 - Mar '17

Education

University of Colorado Boulder

Feb '26

Master of Science - MS | Computer Science | GPA: 4

Ostfalia - University of Applied Sciences

Feb '21

Bachelor of Science - BS | Computer Science, dual | GPA: 3.3