HAYSTACK PEOPLE

Chief Technical Officer | ERP Software

ScaleUp | Vast | 160k

COMPANY'S PROFILE

ParagonERP is a truly cloud-native ERP platform built for trading and distribution companies. What makes it special? Flexibility — on a level that’s rarely seen in ERP software.

Users and consultants can fully configure the system without writing a single line of code. From business rules and workflows to screen layouts, real-time dashboards, API connections and data flows — everything can be tailored to match how a business actually works. Our powerful rules engine is at the heart of this flexibility, and it’s what truly sets ParagonERP apart.

This level of control helps companies scale faster, adapt quickly, and avoid the usual ERP complexity. It’s ERP that fits the business — not the other way around.

Our team consists of around 40 people, including 20 engineers across the Netherlands and Canada. The development organization is structured into two agile squads:

- Solution Squad – responsible for the core of the platform: domain logic, business rules and data models. This team is based in Canada, with a squad lead in CA and a Product Owner in NL.
- Service Squad – builds everything around the core: the "everything rules" engine, APIs, BI tooling and customer-specific logic. This team is split between NL and Canada, led from the Netherlands.

We work in a pragmatic, product-focused way — with an emphasis on autonomy, clarity and long-term quality.

To support our growth and take the product to the next level, we’ve launched a multi-year replatforming initiative. The current platform — originally built on a low-code foundation — is being fully rebuilt from scratch, using Node.js, TypeScript, React, PostgreSQL, and Google Cloud Platform, and designed around a modern microservices architecture.

That’s exactly why we’re looking for a Chief Technical Officer.

This role is about more than just technology. We’re looking for someone who can lead this transformation end-to-end: from setting the architectural vision to building a mature engineering culture. Someone who understands the complexity of ERP software, but also how to make it manageable — both technically and organizationally. You’ll guide structure, delivery, communication and team growth — and be a key voice in the leadership team.

We have big ambitions. And we’re looking for a CTO who shares them.

JOB DESCRIPTION

As CTO at ParagonERP, you’ll be joining at a defining moment. We’re not tweaking around the edges — we’re rebuilding our entire platform from the ground up. This multi-year replatforming initiative is being built on a modern stack, and it will serve as the technical foundation for the company’s next decade. You’ll be the one to lead it.

You’ll be part of the executive leadership team, owning the technical vision and turning it into execution. You’ll set architectural direction, define engineering standards, and ensure we build with scalability, security and maintainability at our core. You’ll work closely with product, operations and commercial leadership to ensure technology is always aligned with impact.

Our development team includes around 20 engineers across the Netherlands and Canada. You’ll oversee two squads — one focused on core systems, the other on integrations and services — bringing structure, clarity, and technical excellence to the entire organization.

We’re not looking for a top-down tech boss. We’re looking for a strategic builder. Someone who provides direction, earns trust, and creates space for teams to perform at their best. You understand code — but more importantly, you know when to go deep and when to step back. You can explain complex decisions in simple terms, and you recognize that architecture, delivery, and culture are inseparable.

Your main responsibility

- Lead our end-to-end replatforming initiative.
- Define and maintain technical architecture and system design.
- Manage two distributed development squads (Netherlands & Canada).
- Build out CI/CD, test automation, and robust delivery processes.
- Align technology strategy with business and product priorities.
- Manage technology budgets and balance investment with ROI.
- Operate as part of the leadership team, contributing to strategic decisions.
- Build a culture of psychological safety, transparency, and continuous improvement.

WHAT YOU'LL BRING:

- 8+ years of experience in software development, with several years in a CTO or similar technical leadership role.
- A proven track record in complex systems such as ERP, WMS, accounting software, or similar domains.
- Strong experience with cloud-native architecture and modern technologies (Node.js, React, TypeScript, PostgreSQL, GCP).
- Experience managing distributed engineering teams.
- Flexibility in working hours (due to Canada collaboration).
- The ability to communicate technical ideas to non-technical stakeholders.
- A strong foundation in Agile practices and technical team leadership.
- Fluency in English, both spoken and written.

WHAT YOU'LL GET

- A central leadership role in a high-impact, high-complexity rebuild project.
- Annual salary range: €130,000 – €160,000.
- Full-time position with permanent commitment (not interim).
- Option for a company car (negotiable).
- Work in a highly skilled, pragmatic, product-focused team.
- Minimum 2 days per week at our Utrecht office.
- Travel to Canada approximately one week per quarter.

ParagonERP is partnering with Haystack People for this position — a specialized recruitment agency that understands how important it is to find a work environment where you feel valued and can grow. Haystack People will guide you throughout the application process, provide you with relevant background information, and help you prepare for interviews and negotiations — so you can take your next career step with confidence. Please send your application and CV to **s.jouseiph@haystackpeople.nl**. For any questions, feel free to contact **Samir Jouseiph** at **+31 6 45262693**.

Contact & solliciteren

Samir Jouseiph

Senior Recruitment Consultant

s.jouseiph@haystackpeople.nl

31645262693

https://www.linkedin.com/in/samir-jouseiph-396653160/

Utrecht

https://haystackpeople.nl