Christian Bryan Marcelino

Positioning: Senior full-stack engineer & technical founder — end-to-end builder across backend, frontend, and applied AI (Angular / Node), with a cybersecurity foundation

Current role: Co-founder & CTO, Jobs&Joy

Education: B.Sc. Cybersecurity, University of Saarland (2024)

Location: Saarbrücken, Germany — open to relocation

Work authorization: Holds the right to work in Germany

Salary expectation: From €90K

Work setup: Flexible — remote, hybrid, or on-site

Languages: English (C2), German (C1), Indonesian (native)

A Note from the Founders on Why We Built SEED

A strong resume, a good interview, even a solid case study — none of it guarantees a good hire.

I learned this building my college consultancy. We hired someone who looked exactly right: the experience, the confident communication, the strong case study, real excitement about our mission. On every visible measure, the perfect hire. I trusted the signal, and I trusted my own judgment — I studied psychology at Harvard, years spent learning what motivates people and how to read behavior. And I still missed it.

The person wasn't "bad." The problem was that our process tested how well someone could perform as a candidate, not whether they'd thrive as an employee. It never measured the things that actually matter: whether the work would energize them, whether they'd stay motivated as we grew, whether they'd take ownership without constant structure, and whether they'd fit the manager, team, and environment.

Talking to other founders, I realized it was a pattern: traditional hiring creates false positives. People perform well in the process without being likely to thrive in the role — for two reasons. First, candidates know exactly what they're being judged on; they read the job description and shape their answers to fit. Second, hiring overweights skills and credentials. Those matter, but they aren't enough — real performance depends on sustained engagement: with the work, the mission, the team, the manager, and the company's way of operating.

So we went looking for a better answer, interviewing hundreds of HR leaders, founders, headhunters, and coaches to understand what a hiring system should actually measure. That became SEED: we start with ambitious, pre-vetted candidates, then go beyond credentials with a standardized profile that captures what traditional hiring misses — motivation, engagement, ownership, and fit with how a company really works.

Our mission is simple: to help businesses plant the right SEEDs for their soil — people who take root, grow, and bloom with the company.

The SEED Model

SEED starts with one simple idea: the best hire is not just someone who can do the work. It is someone who will stay engaged while doing it. This is backed by research. Gallup's 11th Q12 meta-analysis, covering 736 studies, 347 organizations, 53 industries, 90 countries, and over 3.3 million employees, found that employee engagement predicts productivity, profitability, customer loyalty, turnover, and other core business outcomes. That is why SEED is built around engagement fit: identifying people who are likely to stay motivated, take ownership, and perform after they start, not just look impressive during hiring.

◆ **◆ Candidate Engagement = Skills Fit + Engagement Fit + Environment Fit + Direction Fit**

S — Skills Fit

Can they actually do the work, or learn fast enough?

Strong resumes can still hide gaps. We look at what they have really done, what they own, and whether the role matches their level.

⚠ When skills are overstated, ramp-up slows, managers have to cover mistakes, and the team loses time on avoidable rework.

E — Engagement Fit

Will the day-to-day work keep them energized?

Someone can look great on paper and still fade if the work drains them. We look at whether the pace, tasks, and energy demands fit them long term.

⚠ When engagement is low, burnout rises, output becomes inconsistent, and performance drops long before a person actually leaves.

E — Environment Fit

Will they work well in your actual startup setup?

The same person can thrive in one team and struggle in another. We look at pace, ambiguity, autonomy, feedback style, culture, and how your team really runs.

⚠ When the operating environment does not match how someone works best, even talented hires can become frustrated, misaligned, and ineffective.

D — Direction Fit

Does this role give them a reason to care?

People stick with work that connects to what they want: learning, mission, growth, ownership, or a better next step.

⚠ When the role does not match their goals, motivation fades and turnover risk rises because they are already looking toward the next opportunity.

The goal is not to find a perfect person. It is to find the person whose skills, daily work, environment, and direction make them most likely to stay engaged in the job you actually need done. That is how talent becomes performance.

Seed Breakdown

S — Skills Fit

What work is the candidate best suited for?

Owning a product end to end and **turning a whole idea into a shipped system alone** — backend, frontend, and the AI layer. For example, as CTO of Jobs&Joy he single-handedly built the job board, CV builder, web crawler, page scraper, AI chatbot, and a job-recommendation engine that runs **vector search over LLM-enriched embeddings**.

E — Engagement Fit

Will the day-to-day work keep them energized?

Energised by building and by hard, absorbing technical problems, and drained by shallow, repetitive, or people-facing work. For example, he described building as simply "fun" and can lose himself in debugging or design, but is flattened by manual testing (which is why he reached for Playwright), outreach, and making videos.

E — Environment Fit

Where would the candidate do their best?

Best with **a goal to aim at and full autonomy on how to get there**, alongside competent, decent colleagues — he works equally well solo or on a team. His one firm line is a **manager who shouts**; short of that, he is easy on style and pace.

D — Direction Fit

What does the candidate care most about?

Driven first by **mission and by mastery** — work that means something and lets him go deep. For example, he ranks mission and mastery above money, is broadly curious across tech and sci-fi, and his long-term ambition is to **build a school** one day.

Executive Summary

In one line: hire as a **senior full-stack / technical-lead engineer** given **real ownership and autonomy** over meaningful, technically-deep problems — avoid **shallow, repetitive, outreach-heavy, or micromanaged** work.

Ideal Role

Senior full-stack engineer, founding engineer, or technical lead. Thrives where one person is trusted to **own a product across the whole stack** — backend, frontend, and applied AI. His track record building an entire platform solo (crawler, scraper, recommendation engine, chatbot) fits **founding-engineer, full-stack, applied-AI, or technical-lead** roles.

Ideal Company

A company doing **genuinely meaningful, technically-interesting work** that gives builders room to go deep. He is most invested when the work has a **mission behind it** and a hard problem in front of it; the field is broad — tech and applied-AI products likely fit best, given his stack and stated interests.

Ideal Team

Comfortable **solo or embedded in a team**, provided colleagues are **competent and decent**. Works best given a clear goal and then **autonomy on the how**. Flexible on manager style with one exception: no one who shouts.

AVOID:

- **Role / work:** manual / repetitive QA and rote checking · outreach, sales, or heavy people-facing work · content and video production · narrow single-lane work with nothing to build or solve · frontend-only roles — frontend is his least-favourite part of the stack.
- **Company / environment:** shallow work with no hard technical problem · low-autonomy setups where the how is dictated · work with no mission or meaning behind it.
- **Manager / setup:** a manager who shouts (his one firm dealbreaker) · a micromanager who won't grant autonomy on approach.

Skills

At core a **full-stack builder who can take a product from nothing to shipped on his own** — backend, frontend, and the applied-AI layer, working in Angular and Node. What widens his fit is range: professional dev experience with test automation, plus a hands-on foundation in **embedded systems and computer vision** from his degree, on top of formal cybersecurity training.

Capability Map

Capability	Exposure / scale	Hiring interpretation
Full-stack product ownership	As CTO of Jobs&Joy, solo-built (with a co-founder) an entire live platform: job board, CV builder, web crawler, page scraper, and AI chatbot — front to back in Angular & Node	Can own a product end to end without a team around him. Best where one trusted builder needs to ship a whole system, not just a slice of it.
Applied AI & recommendation	Built a job-recommendation engine using vector search over embeddings, where the embeddings are LLM-enriched before indexing; built an LLM-plus-system-prompt chatbot	Can design and ship a working modern-AI feature (embeddings, vector search, LLM integration), not just call an API. Useful wherever a team wants applied AI built pragmatically.
Professional software development	Software Developer at MONA AI — full-stack build work plus automated end-to-end testing with Playwright	Has shipped in a professional engineering setting, not only his own venture, and knows how to make code testable rather than checking it by hand.
Embedded & systems programming	At university, built a swarm-robotics system in C and a game in Java	Comfortable low-level and close to the machine, not only in high-level web stacks — a breadth most web-first engineers don't have.
Computer vision	Built a cucumber-sorting system using computer vision in Python for a competition (not productionised — the physical machine was too costly to build)	Can apply CV to a real classification problem end to end. Evidence of range into ML/vision beyond standard web work.
Cybersecurity foundation	B.Sc. in Cybersecurity (University of Saarland, 2024); applied as background knowledge rather than a day-to-day specialty	A security-literate engineer who thinks about the risk surface by default — useful ballast on any product team, even when security isn't the job.

Energy

His energy is simple and consistent: **building is fun, and hard problems are where he comes alive**. Give him something absorbing to figure out — debugging, architecture, making a thing work for the first time, or learning a new tool — and he'll lose track of time. It drains away in the shallow end: repetitive checking, and work that pulls him toward persuading or performing for people rather than building.

What energises them

Building	His clearest driver — described building, plainly, as "fun"
Hard, absorbing problems	Loses track of time in debugging, architecture, and getting something working for the first time
Learning new tools	Energised by picking up and figuring out new technology
Reading / learning	Happy to go deep on anything, as long as the subject is genuinely interesting

What drains them

Manual testing	A clear low point — enough that he automated it with Playwright
Boring / repetitive work	Loses energy fast when there's nothing to think through or build
Talking to people / outreach	Plainly not his thing — "talking to people is not [fun]"
Making videos / content	Content and video production drain rather than energise him

Environment

He is refreshingly low-maintenance on environment. He works well **solo or on a team**, at a fast or a calm pace, under most manager styles — the things that would trip other people up don't trouble him. What he genuinely needs is narrow and clear: **a goal to aim at, real autonomy on how to reach it**, competent and decent people around him, and a manager who doesn't shout.

What suits them

Autonomy	A goal or task is fine — but he wants freedom to decide the approach himself
Colleagues	Works equally well solo or on a team, as long as people are decent and pull their weight
Manager	Easy on style — anything works short of someone who shouts
Pace	Comfortable either way — fast-moving or calm and steady
Work setup	Flexible — remote, hybrid, or on-site all fine

Environment Dealbreakers

- **A manager who shouts — his one firm line**
- **Being micromanaged with no autonomy on approach**
- **Colleagues who don't pull their weight — he's happy on a team only when people are competent and decent**

Motivation Ladder

He's driven first by **mission and mastery** — work that means something and lets him go deep — with stability and money following behind. The ordering is his own. It points to someone you keep by giving them meaningful, hard work and room to master it, rather than by out-paying the market.

1. **Mission**
   Ranked first — wants work that connects to something meaningful, above pay.

2. **Mastery**
   Driven to go deep and get genuinely good; hard, absorbing problems are what pull him in.

3. **Stability**
   Values a secure, steady footing — placed above money in his own ordering.

4. **Money**
   Matters, but ranked last of the four — not the primary lever for him.

Topic Interest

Broadly and genuinely curious — he reads across **technology** and **science fiction** and is happy to go deep on almost anything that's interesting. His longer-term ambition points at his values directly: one day he wants to **build a school**.

Appendix 1: Most Relevant Experience

#	Experience	Problem / context	What they personally did	Outcome
1	**Co-founder & CTO** — Jobs&Joy (current)	A two-person startup that needed an entire job-search platform — and its AI features — built from nothing	Personally built the full stack in Angular & Node: job board, CV builder, web crawler, page scraper, and AI chatbot; built a recommendation engine using vector search over LLM-enriched embeddings	A live platform, launched and public within roughly its first week, with early traction of around 200 impressions so far
2	**Software Developer** — MONA AI	Professional engineering work building and shipping software product features	Full-stack development plus automated end-to-end testing with Playwright	Shipped in a professional engineering environment; brought test automation to the work rather than manual checking
3	**University projects** — University of Saarland (B.Sc. Cybersecurity, 2024)	Coursework and competition projects spanning embedded systems, gaming, and computer vision	Built a swarm-robotics system in C; a game in Java; and a computer-vision cucumber sorter in Python for a competition	Demonstrated range from low-level embedded code through to applied computer vision, on top of a formal cybersecurity foundation