



# JOHN BRUIJNTJES

Innovative Technical Leader 🌟 Microsoft Expert 🌟  
Transformative Solutions 🌟 Infra Migration veteran 🌟 IT  
architect

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## SUMMARY

Are you searching for an overall experienced consultant with extensive knowledge on cloud technology, the professional that can guide your organization making a digital transformation?

I have advanced experience and knowledge across various aspects of IT operations, including networking, identity, security, business continuity, disaster recovery, data management, budgeting, and governance.

In my past role I have been responsible for migrating a large international oriented enterprise customers in the retail and healthcare industry to Microsoft 365 and Azure.

My present emphasis centers on Microsoft 365, Identity Management, Azure Infrastructure, Automation, and Data Analytics, intricately woven with the transformative power of AI in the era of copilots. In navigating this convergence of technologies, I leverage my expertise to craft innovative solutions that transcend traditional boundaries, fostering a dynamic and intelligent IT landscape



## PROFILE

As an innovative technical leader, Mr. John Bruijntjes stands as a seasoned IT specialist with a career that commenced in 1997. His extensive knowledge spans the intricate design and construction of company networks, leveraging technologies from Microsoft, Cisco, and VMware.

Mr. Bruijntjes possesses a wealth of expertise in the strategic planning, design, and management of information systems, with a distinctive focus on effectively integrating ICT solutions for organizational benefit. His forte lies in "connecting it all together" and having the ability to "see the bigger picture," showcasing his skill in orchestrating comprehensive solutions.

John is not only well-versed in the theoretical aspects but remains at the forefront of technological advancements. His continuous pursuit of knowledge positions him as a valuable sparring partner in design projects, ensuring that his contributions are not just contemporary but also visionary.



## WORK EXPERIENCE

Please note that my resume is not strictly chronological, as I have worked on various projects and held different responsibilities for multiple clients over the years, often concurrently

**IT ADVISOR /TECHNICAL ENGINEER**  
**MULTIPLE PRIVATE CLIENTS**  
2007 - 2024

Over the years, I have worked with multiple clients across the private sector, real estate, healthcare, and global industries, focusing on Microsoft 365, hybrid IT environments, and innovative cloud-based solutions. My work has consistently involved designing and implementing scalable, secure, and efficient IT infrastructures tailored to meet the unique needs of each client.

For a client in the real estate sector, I designed and built a managed workplace using Microsoft Intune. Leveraging Autopilot in Self-Driven mode combined with shared PC settings, I created a flexible pool of devices for their consultants. Applications were deployed using native packaging mechanisms

and platforms like Chocolatey, ensuring streamlined management and user-friendly deployment.

In the healthcare industry, I supported a leading European company specializing in hypothermia by developing a centralized log analysis data platform hosted in the Microsoft Azure Cloud (Azure SQL). This platform aggregated device-specific sensor information from custom data sources via Python and Power Automate. I also created Power BI dashboards to visualize data insights and enabled advanced search capabilities within the data, empowering the client with actionable intelligence.

In recent years, I have focused extensively on identity and access management, resolving complex challenges with Microsoft Entra ID (Azure AD) and integrating on-premises Active Directory with cloud-based solutions. My work included designing and deploying Azure Virtual Machines, Virtual Networks, and Azure Storage solutions to support secure, scalable, and cost-effective IT environments. I also configured Azure Virtual Network (VNet) peering, VPN gateways, and Azure Firewall to establish high-performance connectivity between on-premises systems and Azure.

A key part of my role has been aligning IT systems with business objectives by centralizing identity and access management while ensuring compliance with industry standards such as GDPR, ISO 27001, NEN, and NIST. To enhance efficiency, I developed workflows and automation using Power Automate and Azure Logic Apps, significantly reducing manual effort and streamlining operations.

As a solution architect, I delivered end-to-end designs for Azure-based environments, incorporating services such as Azure Key Vault, Azure Functions, and Azure Monitor to enhance security, scalability, and visibility. I deployed and managed Microsoft Intune to ensure device compliance, implement endpoint protection, and support mobile device management in hybrid environments.

These experiences highlight my ability to work across diverse industries and projects, whether developing innovative cloud-based platforms, optimizing hybrid environments, or driving digital transformation. My collaborative approach and technical expertise have consistently delivered scalable solutions that align with business goals and enhance operational excellence.

## **TEACHNICAL LEAD / CTO OPERATIONS MANAGER**

**XEBIA**

FEB 2022 - JUNE 2024

As the Technical Lead overseeing integrations and rebrands following multiple acquisitions, I reported directly to the board, playing a critical role in unifying diverse entities into a cohesive global brand. My responsibilities encompassed managing complex identity and access management challenges, harmonizing application landscapes, and streamlining essential business processes.

A significant achievement in this role was the design and implementation of a multi-ecosystem solution that seamlessly integrated both Google and Microsoft platforms. Leveraging Azure's robust infrastructure and Microsoft 365's collaborative tools, alongside Google technologies, I ensured a comprehensive and flexible approach to integration. This solution strategically aligned technology with business objectives, enabling smoother operations and greater efficiency across the organization.

My expertise in cloud technologies, particularly Azure and Microsoft 365, combined with my proficiency in Google tools, was instrumental in driving this transformation. The result was a unified and efficient global identity that strengthened the organization's position in a competitive and dynamic business landscape.

During this period, I was also considered as a runner-up for the role of CTO. However, due to a shift in the company's global strategy, the role was ultimately assigned to the team in India. Despite this, my direct contributions as Technical Lead were pivotal in shaping the organization's technological direction and establishing a strong foundation for its future growth.

## **IT ARCHITECT | LEAD ENGINEER**

**SUZOHAPP-PAYCOMPLETE**

NOV 2001 - JAN 2024

For the PayComplete Technology Group, I worked on and off over the years, with a specific period lasting five years being a almost full-time engagement as IT Architect and Lead Technical Consultant. Reporting directly to the CTO, I assisted leading a team of 12 IT professionals located across the globe,

supporting a total infrastructure of 1,800 users across 14 international locations. My primary responsibility was driving their digital transformation strategy, which included major projects such as Active Directory migrations, cloud consolidations, and process optimizations.

One of the most critical initiatives was consolidating six disparate Active Directories and two Microsoft 365 tenants into a unified global Microsoft cloud solution. This involved standardizing all corporate identities and email addresses into a consistent global format. The Dutch environment, already operating in a hybrid Microsoft 365 setup, was chosen as the target architecture. I oversaw the migration of all other identities into this infrastructure while consulting on Azure AD sign-in methods and addressing security implications. To ensure robust security, I regularly provided insights using security dashboards such as Cloud App Security, Microsoft Defender, and Azure Sentinel. The technologies utilized for this project included Microsoft Azure Active Directory, Azure AD Connect, on-premises Active Directory (various versions), Exchange Server, PowerShell scripting for custom solutions, and migration tools like BitTitan and ShareGate.

Another significant project was the ERP implementation and infrastructure redesign. The company decided to centralize its warehouses and production facilities in Poland while implementing a new ERP system, Infor M3. I consulted on the target architecture, evaluating PaaS, IaaS, and on-premises infrastructure options. Ultimately, we opted for a full cloud setup, for which I handled Azure sizing, cost optimization (including reservations), and infrastructure design. This included building PROD and TEST environments consisting of 14 application servers, six SQL servers, and a shared ADFS farm, with applications published through redundant KEMP load balancers. Key technologies used in this project included Azure Virtual Machines, Azure Networking Security Groups, Azure Firewall, Azure SQL, ADFS, Azure load balancers, and KEMP load balancers.

I also led an email security project to implement secure email transport and gain transport security insights for over 60 domains. This involved technologies such as Exchange Online ATP, SPF, DKIM, DMARC, and DMARCian for reporting and monitoring.

In addition, I spearheaded a Windows Virtual Desktop (WVD) pilot project for the company's Hong Kong office. We evaluated the initial version of WVD and successfully implemented the second version, managing user profiles with FSLogix and exploring MSIX app attach capabilities to optimize application delivery.

Another key achievement was optimizing the employee onboarding and offboarding process by designing and implementing an HR-operated solution to reduce the IT department's workload. Working with tools such as Adaxes, Power Automate, and Azure Active Directory, I translated business processes into automated workflows, ensuring a streamlined and efficient solution for HR.

Throughout my tenure, I played an integral role in multiple transformative projects, aligning IT strategy with business goals and delivering scalable, secure, and efficient solutions.

**Reference:**

Charlie Sines  
IT Manager, PayComplete Technology Group  
Email: [charlie.sines@paycomplete.com](mailto:charlie.sines@paycomplete.com)

**CONSULTANT | LEAD ENGINEER**  
**MARLINK | VIZADA**

Over a 12-year period, I worked with Marlink on an ad hoc basis across various projects, serving as a trusted IT partner in their transformation journey. During a specific period, I stepped in as interim Lead Engineer to cover for an internal employee on sick leave.

Throughout my engagement, I played a pivotal role in supporting Marlink's growth from a small organization with 25 users to a global leader in satellite communications with over 1,200 users across multiple international locations. Over the years, the company underwent several acquisitions, including by

France Telecom, Vizada, and later Marlink itself. These transitions required multiple Active Directory consolidations and infrastructure reorganizations, where I provided expertise as a lead engineer and architect to ensure smooth integration and modernization.

I also guided Marlink in their initial steps toward adopting Microsoft Cloud technologies, eventually shaping their IT strategy into a cloud-only and capacity-on-demand model to meet evolving business needs.

**Reference:**

Paul van Eijk

IT Manager, Marlink

Email: [paul.vaneijk@marlink.com](mailto:paul.vaneijk@marlink.com)

**ACTIVE DIRECTORY SPECIALIST**

**MEDIQ APOTHEKEN**

2012 - 2013

During my time working with Mediq Apotheken, I guided the organization in making strategic decisions regarding a new Active Directory structure following a tactical acquisition. This effort ensured seamless integration and alignment with the company's broader business objectives.

I played a key role in designing and implementing a robust identity management solution, advising on domain structure, and testing and implementing password and group policies. These measures enhanced security and operational efficiency, addressing the company's evolving needs.

As part of my consulting role, I provided expertise on migration strategies for legacy domains, ensuring a smooth transition with minimal disruption to business operations. My work extended to various IT projects, including the implementation of new networking equipment, upgraded Wi-Fi systems, and storage replacement, contributing to significant improvements in the organization's overall IT infrastructure.

In addition to technical execution, I led cross-functional teams to deliver these projects, fostering collaboration and ensuring that objectives were met within established timelines. I also maintained consistency and clarity in all technical documentation, avoiding unnecessary jargon to ensure accessibility for all stakeholders.

Beyond documentation, I proofread and reviewed all project materials to guarantee accuracy and professionalism, contributing to the delivery of high-quality results. Through consistent achievement of project milestones and objectives, my efforts helped position Mediq Apotheken as a leader in IT infrastructure and management.

**OFFICE 365 MIGRATION SPECIALIST**

**INTER-IKEA**

2011 - 2012

Inter IKEA Systems B.V., a subsidiary of Inter IKEA Holding and ultimately owned by the Interogo Foundation, is the legal owner of all IKEA brand intellectual property, including its logo, trademarks, and brand name. As the IKEA franchisor, the company provides comprehensive support to IKEA retailers, including guides, manuals, training programs, and tools that cover various aspects of the IKEA brand. It also conducts market research, releasing reports and tools to support retailers. Established in 1983, the company is headquartered in Delft, Netherlands.

During my work with Inter IKEA Systems, I was involved in one of the first large-scale Office 365 implementation projects, conducted at a time when the platform had just evolved from the earlier BPOS suite. The project focused on evaluating the feasibility of Office 365 as the organization's primary communication and collaboration platform. As part of this pioneering effort, we implemented the first version of Entra Connect (Dirsync) and established a hybrid Exchange organization, setting the foundation for their modern cloud-based infrastructure.

**JOB ROLES 1996-2011**

**IT CONSULTANT, VMWARE ENGINEER, CISCO  
NETWORKING SPECIALIST**

1996 - 2011

I began my career at Radix as a Junior IT Helpdesk Engineer, where I gained foundational experience in IT support, troubleshooting, and customer service. This role allowed me to develop a strong technical foundation and a proactive approach to resolving IT challenges.

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Following my time at Radix, I joined LCI Technology Group, where I worked as an engineer for Aegon and SpaarBeleg, managing and maintaining their IT infrastructure, ensuring seamless operations, and supporting critical systems.

After LCI Technology Group, I spent five years at Hands On Information Management as a Lead Consultant, managing and executing a wide range of IT projects. These included complex migrations, system implementations, and troubleshooting efforts for various clients. My expertise in Microsoft technologies and infrastructure engineering enabled me to deliver tailored solutions that aligned with client needs and business objectives.

Subsequently, I moved to Leones ICT, where I entered the healthcare sector and expanded my knowledge of IT in this specialized field. At Leones, I worked as a consultant supporting their clients, implementing both Microsoft and Cisco technology solutions to enhance operations and ensure compliance with healthcare IT standards.

Throughout my starting career, I have consistently demonstrated a commitment to clear documentation, effective collaboration, and staying updated with emerging technologies and industry best practices. This dedication has allowed me to deliver innovative, reliable solutions across a wide range of industries and client needs.



## SKILLS

### AZURE INFRASTRUCTURE

I am specialized in Azure Infrastructure, with expertise in designing, deploying, and managing scalable cloud environments. My experience includes configuring virtual networks, virtual machines, storage solutions, and implementing advanced services like Azure Kubernetes Service (AKS), Azure Backup, and Site Recovery. I also have extensive knowledge of managing resource groups, management groups, and cost management to ensure efficient, organized, and cost-effective cloud operations.

### IDENTITY AND ACCESS MANAGEMENT

I am specialized in **Identity and Access Management (IAM)** within Microsoft and Google ecosystems, with extensive expertise in Microsoft Active Directory, Single Sign-On (SSO), SCIM protocols, and provisioning. I have a specific focus on user onboarding and offboarding processes in Microsoft 365, ensuring secure and efficient identity lifecycle management. My expertise includes hybrid authentication scenarios, **passwordless authentication** solutions such as FIDO tokens, implementing **Conditional Access** policies, and leveraging **Microsoft Entra Governance** to enhance security, compliance, and identity processes across cloud and on-premises environments.

### NETWORKING

I am specialized in **senior-level networking**, with extensive experience in managing switches, firewalls, VPN tunnels, and Azure connectivity, including Express Route. I excel in advanced troubleshooting, ensuring secure, efficient, and reliable network operations for complex environments.

### MICROSOFT 365

I am specialized in **Microsoft 365**, with extensive experience in managing and configuring its ecosystem, including Exchange Online, SharePoint, OneDrive, and Teams. I excel in tenant migrations, hybrid configurations, and optimizing collaboration tools. My expertise includes implementing governance policies, automating workflows, and enhancing security through advanced compliance and identity management solutions. I have a comprehensive understanding of the platform as a whole, including emerging capabilities like Microsoft Copilot and Microsoft Fabric, enabling seamless integration and advanced analytics across the ecosystem.

### ENDPOINT MANAGEMENT

I am specialized in **Endpoint Management**, with extensive experience in managing and securing devices using tools like Microsoft Intune, Microsoft Endpoint Manager, and Group Policy. I excel in implementing **Conditional Access** policies to enforce security and compliance requirements based on user identity, device state, and location. My expertise includes configuring device enrollment, managing BYOD policies, deploying applications, and ensuring a seamless, secure user experience while maintaining robust endpoint protection and compliance standard

### ARTIFICIAL INTELLIGENCE

I am experienced in leveraging AI technologies like **ChatGPT**, **Microsoft Copilot**, and **AI agents** to drive innovation and efficiency in business processes. By integrating these tools, I enable automation, enhance

productivity, and deliver intelligent, context-aware solutions for decision-making, communication, and workflow optimization. My focus lies in aligning AI capabilities with organizational goals to maximize impact and user adoption.



## SOFT SKILLS

### CRITICAL THINKER

I embody an innovative and investigative personality, thriving on engaging in constructive debates to enhance my worldviews. My commitment to analyzing issues from diverse perspectives is unwavering, propelling a continuous journey of learning and growth, all within the framework of fostering innovation.

### TEAM PLAYER

With extensive experience collaborating within international teams, I excel in navigating diverse personalities and cultures. My adaptability fosters effective cooperation, while my passion lies in training and assisting individuals to unlock their full potential.

### COMMUNICATION

Renowned for my open and down-to-earth communication style, I've garnered endorsements from former clients. Proficient in translating technical jargon into easily digestible solutions, I bring a valuable skill set that resonates across various organizational layers. My ability to bridge the gap between complex concepts and accessible communication makes me an indispensable asset in any setting.

### PROBLEM SOLVING SKILLS

Leveraging an analytical mindset, I excel in dissecting and resolving complex challenges that extend across multiple disciplines. My ability to synthesize information from diverse sources enables me to develop innovative solutions, fostering a comprehensive understanding of intricate problems and driving effective, cross-functional problem-solving initiatives.



## EDUCATION

With a legacy of certifications dating back to 1997, including Microsoft Certified System Engineer, Cisco CCNA and CCNP Security professional, VMware Certified Networking Associate, and Citrix Certified Professional, I've continuously evolved to stay at the forefront of technology. In recent years, my focus has further sharpened on the Microsoft Cloud, where I specialize as an Azure infrastructure Data and identity expert. This journey has led me to harnessing the latest possibilities offered by the Microsoft Cloud. My ongoing commitment to staying abreast of emerging technologies underscores my dedication to delivering cutting-edge solutions.