



PROFILE

Cloud architecture, governance and AI enablement for regulated large enterprises. From the decision paper for the executive board to the platform in production.

PERSONAL

Date of birth	13 February 1987
Nationality	German
Freelance	since 2018
Languages	German, English

CONTACT

Mobile	+49 172 1077570
E-mail	kontakt@stephanbail.com
Based in	Weyarn near Munich

LINKS

- ▶ stephanbail.com
- ▶ keyvault.studio
- ▶ simplymate.com
- ▶ linkedin.com/in/stephan-bail
- ▶ github.com/stephanbail

OWN PRODUCT

KeyVault Studio

Swift-native Mac and iOS app for Azure Key Vault. On the App Store, built solo. keyvault.studio

CURRENT ENGAGEMENT AND LATEST COMPLETION

2025 - present

AZURE PLATFORM ARCHITECT

HDI VERSICHERUNG · HANNOVER · INSURANCE

Building and evolving the group's central Azure platform structures: landing zones, provisioning automation and governance, plus the API and AI platform as the backbone of the Internal Developer Platform.

Context: HDI Versicherung is a German insurer within the Talanx group, operating under financial-sector supervision.

- ▶ **Platform.** Landing zones, subscription and provisioning automation, enterprise-wide governance with Azure Policy and Terraform.
- ▶ **AI gateway.** Central AI gateway on Azure API Management with token governance, adopted early in a Microsoft APIM AI services pilot.
- ▶ **AI governance.** Landing zones and role models for AI workloads on Azure AI Foundry, including guardrails.
- ▶ **Scale.** Unified APIM baseline across 130+ live repositories, built on reusable Terraform modules.

2026 - 08/2026

CLOUD STRATEGY CONSULTANT

WEKA FIRMENGRUPPE · KISSING · MEDIA

The decision basis for the executive board on moving the data center to Azure: business case, target architecture and migration planning across more than 300 servers.

Context: WEKA Firmengruppe is a specialist media and information provider based in Kissing.

- ▶ **Business case.** 5-year TCO on-premises vs. Azure across 300+ servers, including reserved instances, Azure Hybrid Benefit and region comparison.
- ▶ **Target architecture.** Well-Architected landing zone and dependency-based migration wave planning.
- ▶ **Decision.** An interactive scenario dashboard the board can use to model options itself.

TECHNOLOGY IN USE

Azure Landing Zones

API Management

AI Foundry

Azure Policy

Terraform

Azure Migrate

CAF / WAF

Spectral

CORE SKILLS

Azure architecture & landing zones

since 2017 · BMW, GEA, Nagel-Group

Azure API Management

130+ APIs · AI gateway · HDI

Azure AI Foundry & AI governance

token governance · RAG · guardrails

Cloud strategy & business cases

TCO models · CAF · wave planning

C# / .NET 8 & 9

since 2018 · E.ON, TRUMPF

IaC with Terraform & Bicep

since 2017 · fully automated deployments

DevSecOps & CI/CD

Azure DevOps · GitHub Actions · Spectral

Multi-cloud (Azure & AWS)

analytics workloads · Elasticsearch

CLIENTS

BMW GROUP	E.ON
TRUMPF	HDI
GEA GROUP	WEKA
NAGEL-GROUP	VKB

REFERENCE

“An amazing Azure architect who has successfully transferred his knowledge to non-technical experts as well as IT architects. Highest recommendations.”

Walter Wirl · Cancom

TERMS

Engagement Remote · DACH / EU

Day rate on request

CAREER AT A GLANCE

The key stations. Every engagement in detail from page 05.

- 25-now
- AZURE PLATFORM ARCHITECT
- HDI VERSICHERUNG · HANNOVER
- Landing zones, enterprise-wide governance and a central AI gateway on Azure API Management.
- 2026
- CLOUD STRATEGY CONSULTANT
- WEKA FIRMENGRUPPE · KISSING
- Business case and target architecture for migrating 300+ servers to Azure.
- 24-25
- MICROSOFT AZURE CLOUD ENGINEER
- TRUMPF SE + CO. KG · DITZINGEN
- Analytics initiatives in a multi-cloud landscape, .NET 9 on Elasticsearch.
- 23-25
- AZURE ENTERPRISE ARCHITECT
- E.ON DIGITAL TECHNOLOGY · ESSEN
- Target architecture for the Heartbeat Information Router and the introduction of Azure AI Foundry.
- 22-23
- AZURE ENTERPRISE ARCHITECT
- GEA GROUP · DÜSSELDORF
- Led the enterprise-scale landing zone project and coached the developer teams.
- 20-21
- AZURE ENTERPRISE ARCHITECT
- NAGEL-GROUP · VERSMOLD
- Secure landing zone along CAF under regulatory requirements, IAM and FinOps.
- 19-20
- CLOUD SOLUTION ARCHITECT
- BMW GROUP · MUNICH
- Landing zone architecture for the global Azure environment, hybrid cloud security.
- 17-21
- FURTHER EARLY ENGAGEMENTS
- VKB · E.ON · OLDENDORFF CARRIERS · ELO DIGITAL OFFICE
- IAM integrations under financial regulation, microservices on Azure, a cloud-based data warehouse and fully automated Terraform deployments. Details from page 05.
- 15-17
- CHIEF TECHNOLOGY OFFICER · SOFTWARE ENGINEERING
- C-ENTRON SOFTWARE GMBH · STUTTGART · EMPLOYED
- Led around 20 developers and architects, drove the ERP solution's cloud transformation.

ENTREPRENEURSHIP

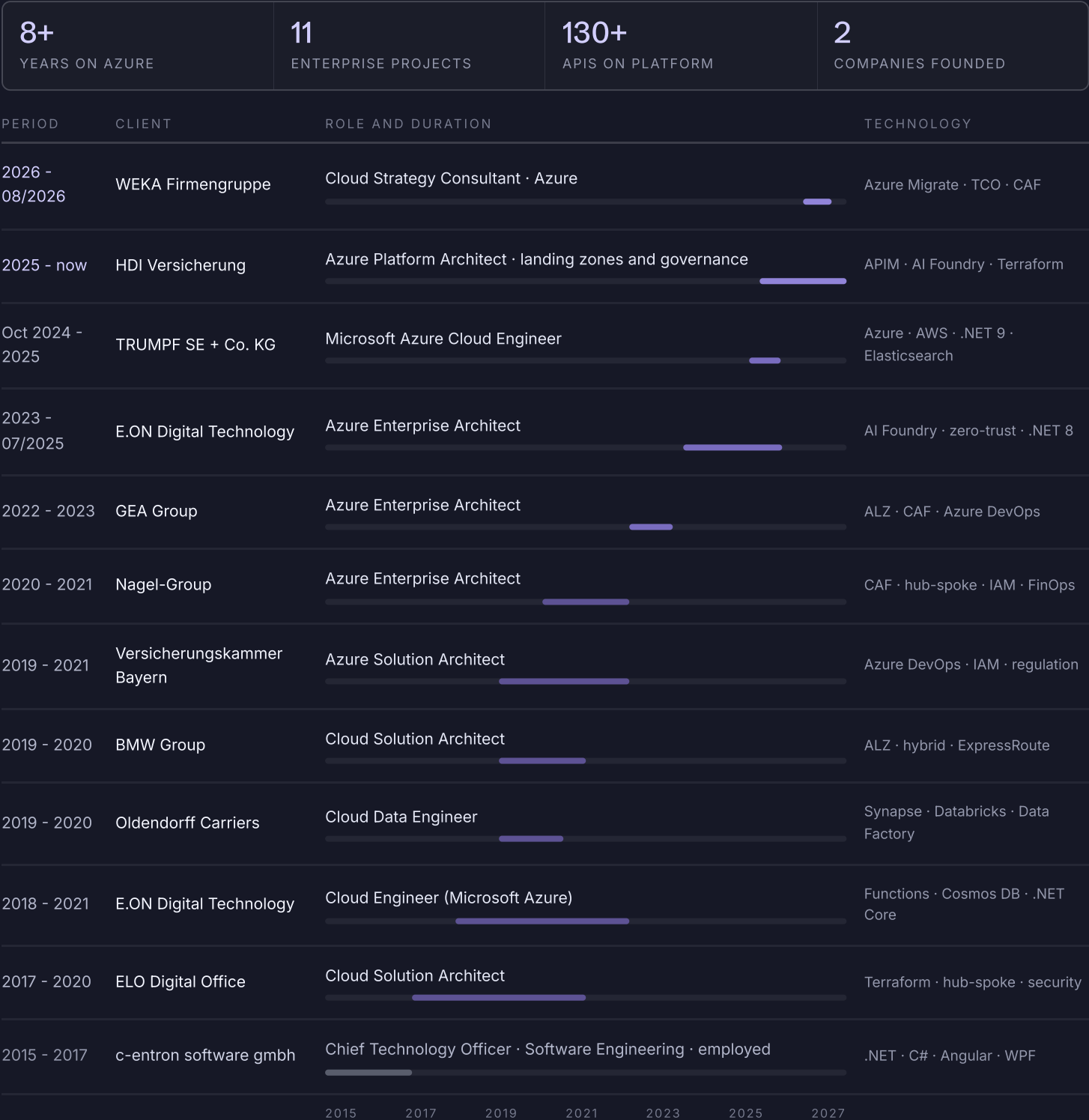
Simplymate GmbH, co-founder & managing director, since 2026.
KeyVault Studio, founder, since 2025.
Cloud Business Group, co-founder & CEO, 2020 to 2023.

INDUSTRIES

Insurance · Energy · Automotive ·
Manufacturing · Logistics · Shipping ·
Media · Software and ERP

THE KEY ENGAGEMENTS AT A GLANCE

A selection. Twelve stations since 2015, eleven of them freelance engagements. The bars show duration.



FURTHER ENGAGEMENTS

The matrix shows the key stations. Numerous further engagements sit alongside them over the years, among them:

Volkswagen

GETEC

LSI Bayern

The full project list is covered in conversation.

STEPHAN BAIL · PRÄLATURHOF 1 · 83629 WEYARN, GERMANY

+49 172 1077570 · KONTAKT@STEPHANBAIL.COM

VAT ID DE815765712 · PAGE 03

SERVICES

Cloud strategy & business case
Five-year TCO, scenario
analysis, migration strategy with
wave planning.

Migration & landing zones
Data-center migrations along
CAF, automated with Terraform
and Bicep.

AI enablement & AI governance
AI Foundry platforms, AI
gateways with token
governance, guardrails.

API Management at scale
Terraform modules, Spectral
linting, multi-region rollouts.

Security engineering
Zero-trust with Entra ID and
Defender, network hardening,
baselines.

Modern .NET engineering
.NET 9 and C# 13, containers on
AKS, event-driven architectures.

INDUSTRY EXPERIENCE

- Insurance
- Energy
- Automotive
- Manufacturing
- Logistics
- Shipping
- Media
- Software and ERP

COMPANY DATA

Registered in	83629 Weyarn, Germany
VAT ID	DE815765712
Languages	German (native), English (fluent)

FOCUS AREAS

CLOUD & PLATFORM

- Azure cloud architecture (design and strategy)
- Azure API Management (APIM)
- Azure Landing Zone / CAF
- Multi-cloud (Azure and AWS)
- Serverless and event-driven

INFRASTRUCTURE & DEVOPS

- Terraform and Bicep
- Azure DevOps · GitHub Actions
- Kubernetes (AKS)
- Hub-spoke networking
- CI/CD and DevSecOps

ENTREPRENEURSHIP

- since 2026

Simplymate GmbH · co-founder & managing director
B2B SaaS for recurring compliance obligations: website compliance, a legal register and a white-label training academy. Built for organisations without a compliance department. simplymate.com
- since 2025

KeyVault Studio · founder, developer & designer
A Swift-native Mac and iOS app for Azure Key Vault, on the App Store. Secrets, keys and certificates with a keyboard-first workflow. No cloud backend, no tracking. keyvault.studio
- 2020 - 2023

Cloud Business Group (CBG IT GmbH) · co-founder & CEO
Responsible for strategy development, governance and driving business growth through cloud-focused initiatives.

ENGINEERING

- C# · .NET 8 / .NET 9
- Swift / SwiftUI
- Modern TypeScript / Angular
- Microservices and REST APIs
- Elasticsearch

SECURITY & GOVERNANCE

- Entra ID · IAM · PIM
- Azure Policy · Defender
- Zero-trust architectures
- Financial-sector compliance
- ISO 27001

REFERENCES

- “An amazing Azure architect who has successfully transferred his knowledge to non-technical experts as well as IT architects. Highest recommendations.”*

Walter Wirl · Chief Technology Architect, Cancom
- “Stephan Bail delivered a highly scalable Azure solution meeting E.ON's rigorous quality and safety standards. Consistently professional, with excellent communication.”*

Olaf Franke · Business IT Germany, E.ON Digital Technology

CLIENT

WEKA
Firmengruppe

MEDIA

THE COMPANY

WEKA Firmengruppe is a specialist media and information provider based in Kissing. It supplies professionals in business, engineering and public administration with expert content, software and training.

weka.de

SETUP

Period 2026 - 08/2026

Location Kissing

Mode Remote and on site

TECHNOLOGY

- Azure Migrate
- TCO modelling
- Cloud Adoption Framework
- Landing zone
- Well-Architected Framework

2026 - 08/2026

CLOUD STRATEGY CONSULTANT · AZURE

WEKA FIRMENGRUPPE · KISSING

The decision basis for the executive board on moving the data center to Azure: business case, target architecture and migration planning across more than 300 servers.

FOCUS

- Cloud business case for the executive board: 5-year TCO on-premises vs. Azure across 300+ servers
- Well-Architected target architecture as a landing zone, with dependency-based migration wave planning
- Interactive scenario dashboard as the decision basis: reserved instances, Azure Hybrid Benefit, regions

REQUIREMENTS, TECHNOLOGY AND METHOD

- Azure Migrate as the data basis: inventory and dependency analysis of the existing data center
- Five-year TCO modelling with sensitivities rather than one single point estimate
- Target architecture along the Cloud Adoption Framework and the Well-Architected Framework
- Migration waves cut by technical dependency and business risk

OUTCOME

The board can model migration options itself and decide on a cost basis that holds up.

THIS ENGAGEMENT OVER TIME

2015 2017 2019 2021 2023 2025 2027

CLIENT

HDI
Versicherung

INSURANCE

THE COMPANY

HDI Versicherung is a German insurer within the Talanx group, serving retail, commercial and industrial clients. The group operates under financial-sector supervision.

hdi.de

SETUP

Period 2025 - present

Location Hannover

Mode Remote and on site

TECHNOLOGY

- Azure landing zones
- Azure API Management
- Azure AI Foundry
- Azure Policy
- Terraform
- Spectral
- Azure DevOps

2025 - present

AZURE PLATFORM ARCHITECT

HDI VERSICHERUNG · HANNOVER

Building and evolving the group's central Azure platform structures: landing zones, provisioning automation and governance, plus the API and AI platform as the backbone of the Internal Developer Platform.

FOCUS

- Central platform structures: landing zones, subscription and provisioning automation, enterprise-wide governance
- Central AI gateway on Azure API Management with token governance, adopted early in a Microsoft APIM AI services pilot
- Landing zones and governance for AI workloads on Azure AI Foundry: guardrails, Azure Policy, role models
- Unified APIM baseline across 130+ live repositories, built on reusable Terraform modules

REQUIREMENTS, TECHNOLOGY AND METHOD

- Reusable Terraform modules as a binding baseline instead of grown one-off solutions
- Repository-wide migration of API linting from Zally to Spectral, the new market standard
- Optimised YAML-based Azure DevOps workflows and onboarding of new API providers
- Evolved the Internal Developer Platform and its governance processes

OUTCOME

One API and AI platform engineering teams can use without asking, and one that satisfies the group's regulatory requirements.

THIS ENGAGEMENT OVER TIME

2015 2017 2019 2021 2023 2025 2027

CLIENT

TRUMPF SE +
Co. KG

MANUFACTURING

THE COMPANY

TRUMPF is a high-technology company for machine tools and laser technology based in Ditzingen. The group builds and operates machines for industrial sheet-metal processing worldwide.

trumpf.com

SETUP

Period	Oct 2024 - 2025
Location	Ditzingen
Mode	Remote and on site

TECHNOLOGY

- Azure
- AWS
- .NET 9
- C# 13
- Elasticsearch
- PaaS

Oct 2024 - 2025

MICROSOFT AZURE CLOUD ENGINEER

TRUMPF SE + CO. KG · DITZINGEN

Leading analytics initiatives in a multi-cloud landscape of Azure and AWS, focused on high-performance data evaluation on Elasticsearch.

FOCUS

- Leading analytics initiatives in a multi-cloud landscape of Azure and AWS
- High-performance .NET 8 and .NET 9 with C# 13 for data evaluation on Elasticsearch
- Scalable PaaS architectures for data-driven insights across cloud boundaries

REQUIREMENTS, TECHNOLOGY AND METHOD

- Analysis and optimisation of existing evaluation paths on Elasticsearch
- Architecture decisions for workloads operated in both clouds
- Modern .NET engineering with an eye on memory and runtime behaviour
- Close alignment with the business units that consume the analyses

OUTCOME

Data-driven analyses run across cloud boundaries on an architecture that is both sound and maintainable.

THIS ENGAGEMENT OVER TIME

2015 2017 2019 2021 2023 2025 2027

CLIENT

E.ON Digital
Technology

ENERGY

THE COMPANY

E.ON is a European energy provider focused on energy networks and customer solutions. E.ON Digital Technology consolidates the group's IT.

eon.com

SETUP

Period 2023 - 07/2025

Location Essen

Mode Remote and on site

TECHNOLOGY

- Azure
- Azure AI Foundry
- Zero-trust
- .NET 8
- C# 13
- API Management

2023 - 07/2025

AZURE ENTERPRISE ARCHITECT

E.ON DIGITAL TECHNOLOGY · ESSEN

Target architecture and architecture roadmap for the Heartbeat Information Router, plus the introduction of Azure AI Foundry as the group-wide basis for AI use cases.

FOCUS

- Target architecture and roadmap for the Heartbeat Information Router (HIR), originally engineered by me
- Introduced Azure AI Foundry as the group-wide basis for AI use cases: reference architecture and AI governance with RAG, grounding and evaluation
- Zero-trust security architecture and reviews along the Azure Well-Architected Framework

REQUIREMENTS, TECHNOLOGY AND METHOD

- Architecture analysis and redesign of the HIR platform on C# 13 and .NET 9
- Coordinated integration of new business domains with focus on compatibility and performance
- Enterprise consulting across the group's entire Azure landscape
- Optimised internal processes through targeted use of Azure services

OUTCOME

A viable target architecture for a grown core platform, and an agreed frame in which AI use cases can reach production.

THIS ENGAGEMENT OVER TIME

2015 2017 2019 2021 2023 2025 2027

CLIENT

GEA Group

MANUFACTURING

THE COMPANY

GEA Group is a machinery and plant engineering company based in Düsseldorf. Its systems are used above all in the food, beverage and pharmaceutical industries.

gea.com

SETUP

Period 2022 - 2023

Location Düsseldorf

Mode Remote and on site

TECHNOLOGY

- Azure landing zones
- Cloud Adoption Framework
- Azure DevOps
- Architecture reviews

2022 - 2023

AZURE ENTERPRISE ARCHITECT

GEA GROUP · DÜSSELDORF

Reviewed and optimised existing Azure workloads, designed targeted landing zones and led the Azure landing zone project at enterprise scale.

FOCUS

- Led the Azure landing zone project at enterprise scale
- Reviewed and optimised existing Azure workloads
- Coached and enabled the internal developer and cloud teams

REQUIREMENTS, TECHNOLOGY AND METHOD

- Architecture reviews against clear criteria instead of ad-hoc recommendations
- Designed targeted landing zones along the Cloud Adoption Framework
- Anchored the results in Azure DevOps and in the teams' processes
- Coaching so the platform keeps running without external support

OUTCOME

Existing workloads sit on an ordered platform, and the internal teams carry it forward on their own.

THIS ENGAGEMENT OVER TIME

2015 2017 2019 2021 2023 2025 2027

CLIENT

Nagel-Group

LOGISTICS

THE COMPANY

Nagel-Group is a European food logistics provider based in Versmold. It runs a temperature-controlled network across numerous European locations.

nagel-group.com

SETUP

Period 2020 - 2021

Location Versmold

Mode Remote and on site

TECHNOLOGY

- Azure
- Cloud Adoption Framework
- Hub-spoke
- Terraform
- AKS
- IAM
- FinOps

2020 - 2021

AZURE ENTERPRISE ARCHITECT

NAGEL-GROUP · VERSMOLD

Built a secure, group-wide Azure landing zone along the Microsoft Cloud Adoption Framework, addressing regulatory requirements and modern private networking.

FOCUS

- Secure Azure landing zone along Microsoft CAF and regulatory requirements
- Modern private networking as a hub-spoke concept and corporate network integration
- Guidance for large IaaS and PaaS initiatives, identity and cost management

REQUIREMENTS, TECHNOLOGY AND METHOD

- Landing zone design with a clear split between platform and workload responsibility
- Identity and permission model for the platform
- Cost management and FinOps fundamentals as part of the operating model
- Enablement of key roles in cloud security, monitoring and FinOps

OUTCOME

The group's cloud usage rests on a secure foundation with traceable costs and clear ownership.

THIS ENGAGEMENT OVER TIME



CLIENT

Versicherungskammer
Bayern

INSURANCE

2019 - 2021

AZURE SOLUTION ARCHITECT

VERSICHERUNGSKAMMER BAYERN · MUNICH

THE COMPANY

Versicherungskammer Bayern is Germany's largest public-sector insurer, based in Munich. It covers the full spectrum of primary insurance and reinsurance under financial-sector regulation.

vkb.de

SETUP

Period 2019 - 2021

Location Munich

Mode Remote and on site

TECHNOLOGY

- Azure
- Azure DevOps
- IAM
- CI/CD
- Financial-sector regulation

Technical conception of IAM integrations, migration concepts and cloud-based architectures under regulatory requirements.

FOCUS

- Technical concepts for IAM integrations and migration
- Introduced Azure DevOps for CI/CD
- Designed cloud-based architectures and authored operating manuals

REQUIREMENTS, TECHNOLOGY AND METHOD

- Integrated additional systems with the existing Identity Management
- CI/CD pipelines as the basis for traceable delivery
- Architecture of modern cloud-based solutions under financial-sector regulation
- Technical documentation and operating manuals for day-to-day operations

OUTCOME

The integrations are documented, auditable and operable without specialist knowledge.

THIS ENGAGEMENT OVER TIME



CLIENT

BMW Group

AUTOMOTIVE

2019 - 2020

CLOUD SOLUTION ARCHITECT

BMW GROUP · MUNICH

THE COMPANY

BMW Group is a manufacturer of automobiles and motorcycles based in Munich. Its digital services run in a globally distributed cloud environment.

bmwgroup.com

SETUP

Period 2019 - 2020

Location Munich

Mode Remote and on site

TECHNOLOGY

- Azure landing zones
- Hybrid cloud
- ExpressRoute
- Azure Functions
- .NET Core

Designed and implemented the landing zone architecture for BMW Group's global Azure environment, focused on hybrid cloud security and network strategy.

FOCUS

- Designed and implemented the landing zone architecture for the global Azure environment
- Hybrid cloud security and network strategy across several hyperscalers
- Consulting on IoT, machine learning and IT security

REQUIREMENTS, TECHNOLOGY AND METHOD

- Conception and architecture of the global Azure environment
- Evolved security automations based on Azure Functions
- Independent Azure vs. AWS comparisons for ConnectedDrive initiatives
- Aligned network and security requirements across group divisions

OUTCOME

A globally viable landing zone architecture on which distributed workloads run securely.

THIS ENGAGEMENT OVER TIME

2015 2017 2019 2021 2023 2025 2027

08

CLIENT

Oldendorff
Carriers

SHIPPING

2019 - 2020

CLOUD DATA ENGINEER

OLDENDORFF CARRIERS · LÜBECK

Designed and implemented a cloud-based data warehouse with Azure Synapse, Databricks and Data Factory, including migration of the existing data-engineering infrastructure.

FOCUS

- Designed and implemented a cloud-based data warehouse on Azure
- Migrated the existing data-engineering infrastructure to the cloud
- Partition strategy, incremental loads and analytic storage

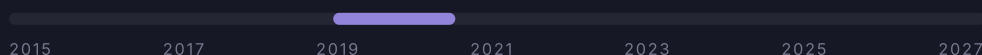
REQUIREMENTS, TECHNOLOGY AND METHOD

- Modelled the analytic storage along the questions being asked of it
- Incremental load paths instead of full reloads
- Orchestration with Azure Data Factory and processing in Databricks
- CI/CD with GitHub Enterprise and GitHub Actions

OUTCOME

Analyses run on a cloud-based data platform that grows incrementally instead of reloading on every run.

THIS ENGAGEMENT OVER TIME



THE COMPANY

Oldendorff Carriers is a dry-bulk shipping company based in Lübeck. It operates a globally trading fleet and evaluates large volumes of operational data for it.

oldendorff.com

SETUP

Period	2019 - 2020
Location	Lübeck
Mode	Remote and on site

TECHNOLOGY

- Azure Synapse
- Databricks
- Azure Data Factory
- Azure SQL
- GitHub Actions

09

CLIENT

**E.ON Digital
Technology**

ENERGY

2018 - 2021

CLOUD ENGINEER (MICROSOFT AZURE)

E.ON DIGITAL TECHNOLOGY · ESSEN

THE COMPANY

E.ON is a European energy provider focused on energy networks and customer solutions. E.ON Digital Technology consolidates the group's IT.

eon.com

SETUP

Period 2018 - 2021

Location Essen

Mode Remote and on site

TECHNOLOGY

- .NET Core
- C#
- Azure Functions
- Cosmos DB
- Data Lake
- API Management

Built resource-efficient, highly available microservices on Azure using considered multithreading strategies, under strict security and performance requirements.

FOCUS

- Resource-efficient, highly available microservices on Azure
- Multithreading strategies for processing under load
- Adherence to the group's strict security and performance requirements

REQUIREMENTS, TECHNOLOGY AND METHOD

- Resource-efficient architecture with optimised request units
- Serverless with Azure Functions, Cosmos DB, Data Lake and API Management
- Load behaviour and cost as architecture criteria, not an afterthought
- Close alignment with security and operations

OUTCOME

Services that stay stable under load while binding far fewer resources than comparable implementations.

THIS ENGAGEMENT OVER TIME



CLIENT

**ELO Digital
Office**

SOFTWARE

2017 - 2020

CLOUD SOLUTION ARCHITECT

ELO DIGITAL OFFICE · STUTTGART

Designed and implemented fully automated Terraform deployments, hub-spoke network segments and IT security within a hardened Azure environment.

FOCUS

- Fully automated deployments with Terraform as infrastructure as code
- Hub-spoke network segments for a hardened Azure environment
- IT security and hardening of the platform

REQUIREMENTS, TECHNOLOGY AND METHOD

- Infrastructure as code from the start, no hand-maintained environments
- Network design with clear segmentation and controlled transitions
- Hardening along the security requirements of product operations
- Reusable modules for recurring environments

OUTCOME

Environments are created reproducibly from code, on a network cut that keeps the attack surface small.

THE COMPANY

ELO Digital Office is a Stuttgart-based software vendor for document management and enterprise content management. Its products run both in the data center and in the cloud.

elo.com

SETUP

Period 2017 - 2020

Location Stuttgart

Mode Remote and on site

TECHNOLOGY

- Terraform
- Hub-spoke
- Azure
- IT security

THIS ENGAGEMENT OVER TIME

