Rado Entchev

Director of Engineering | Head of Engineering

rentchev@gmail.com   LinkedIn   rado.nakapay.app

PROFESSIONAL SUMMARY

Innovative and results-driven engineering leader with over 20 years of experience building and scaling high-performance teams. Currently managing 60+ engineers across multiple technology domains while driving technical strategy and delivering complex systems in fintech, blockchain, and enterprise environments. Proven expertise in system architecture, microservices, cloud infrastructure, and leading distributed teams. Strong track record of modernizing legacy systems, implementing DevOps practices, and fostering engineering excellence while aligning technology initiatives with business objectives.

CORE ENGINEERING LEADERSHIP EXPERTISE

• Engineering Team Leadership (60+ Engineers)

• System Architecture & Design

• Distributed Systems & Microservices

• Cloud Infrastructure & DevOps

• Agile Development & Process Management

• Technical Strategy & Roadmap Planning

• Cross-functional Collaboration

• Platform Engineering & Scalability

Key Leadership Achievements:
✓ Currently managing 60+ technical experts across multiple engineering disciplines
✓ Built and scaled engineering teams from 5 to 25+ members across multiple organizations
✓ Consolidated 50+ applications into unified multi-tenant SaaS platform
✓ Led technical strategy through company acquisitions and organizational transformations
✓ Delivered enterprise-grade platforms supporting millions of users with 99.9% uptime

PROFESSIONAL EXPERIENCE

Head of Experts
KBC Global Services
March 2024 – Present

Leading strategic technology initiatives for a global team of 60+ technical experts across IT, software engineering, and platform development. Define technology strategies, team structures, and performance KPIs while aligning technology with business outcomes.

- Lead technology strategy including system upgrades, migrations, and infrastructure modernization initiatives
- Manage technical budgets exceeding €5M annually while optimizing resource allocation across multiple teams
- Drive team recruitment, performance reviews, and professional development programs for senior engineers
- Foster collaboration between engineering, product, and business stakeholders to achieve strategic goals
- Implement agile methodologies and engineering best practices across all technology teams
- Oversee cross-team dependencies and ensure successful delivery of complex, multi-team projects

Technology Consultant (Freelance)
Stealth Technology Fund
July 2023 – March 2024

Designed and implemented comprehensive technology strategy for a financial technology firm, architecting scalable systems for real-time data processing and analytics.

- Built scalable microservices architecture processing high-volume real-time data streams
- Developed robust system infrastructure centralizing and normalizing large datasets for analytics
- Reduced system latency by 75% through optimized architecture and real-time processing improvements
- Implemented monitoring and alerting systems achieving 99.9% system uptime
- Designed CI/CD pipelines and DevOps practices enabling rapid deployment cycles
- Streamlined development processes supporting rapid iteration and decision-making

General Manager / Engineering Lead
TrustFlight Canada
July 2020 – June 2023

Led engineering and product teams building next-generation compliance platform, incorporating modern distributed systems architecture and enterprise integrations.

- Architected and launched enterprise-grade platform with distributed system design for regulatory compliance
- Built and scaled engineering team from 5 to 25 members, developing microservices-based platform
- Managed product roadmaps, backlog grooming, and Agile delivery cycles across distributed teams
- Integrated enterprise solutions for supply chain tracking, digital credentials, and document management
- Delivered seamless integrations with government authorities and third-party enterprise systems
- Implemented DevOps practices and CI/CD pipelines improving deployment frequency by 300%

Chief Operating Officer (COO)
Alphaseek (Financial Technology Startup)
June 2021 – May 2022

Oversaw technical strategy and platform development for financial technology startup, managing end-to-end system architecture for trading and custody platforms.

- Managed end-to-end platform development for financial infrastructure processing 10K+ transactions daily
- Led technical team developing secure financial systems with enterprise-grade security practices
- Built operational processes for platform compliance, risk management, and security protocols
- Architected wallet integration systems and real-time transaction monitoring infrastructure
- Implemented comprehensive testing and deployment strategies ensuring system reliability

Director of Engineering
ezCater (acquired MonkeySoft Solutions)
Feb 2008 – April 2020

Led engineering teams through company growth from startup to acquisition, building enterprise catering platforms and scaling infrastructure to support millions of orders.

- Spearheaded technical strategy and architectural decisions for enterprise platforms over 12+ years
- Consolidated 50+ applications into unified multi-tenant SaaS platform, reducing technical debt by 60%
- Built advanced reporting and analytics capabilities enabling data-driven decision-making for enterprise clients
- Modernized architecture transitioning legacy systems to cloud-native microservices and event-driven patterns
- Introduced event-driven architectures and messaging systems, enabling real-time processing
- Managed global engineering teams, overseeing recruitment, training, and performance reviews
- Delivered enterprise integrations with POS systems, delivery platforms, and third-party APIs
- Scaled platform to handle millions of orders with sub-second response times and 99.9% uptime

TECHNICAL EXPERTISE

- **System Architecture:** Microservices, distributed systems, event-driven architecture
- **Cloud Platforms:** AWS, GCP, Azure with containerization and orchestration
- **Development:** Full-stack development, API design, database architecture
- **DevOps & CI/CD:** Infrastructure as code, automated deployment pipelines
- **Security:** Enterprise security practices, compliance frameworks

EDUCATION & CERTIFICATIONS

Master's Degree in Computer Science
Technical University, Varna, Bulgaria

- Scrum Master Certification
- Agile Development & Leadership
- Advanced System Architecture Training

TECHNICAL SKILLS

Languages & Frameworks
JavaScript (Node.js, React), Python, Java, Solidity

Databases & Storage
PostgreSQL, MongoDB, Redis, MS SQL, Snowflake

Cloud & DevOps
GCP, AWS, Azure, Docker, Kubernetes, Terraform, GitLab CI/CD

Management & Analytics
JIRA, Confluence, Grafana, Prometheus, Power BI, Tableau

LEADERSHIP IMPACT

- Currently managing 60+ engineers across multiple technology domains
- Proven track record scaling teams from startup to enterprise (5 to 60+ engineers)
- Expert in cross-functional collaboration and stakeholder management
- Strong focus on engineering culture, mentorship, and professional development
- Experienced in budget management, resource planning, and strategic technology decisions