

Tim Rubeko

CO-FOUNDER & CTO

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PROFILE

Engineering leader with 20+ years building B2B products and the teams behind them, from FinTech to PropTech, multinationals to startups. As co-founder and CTO, built and scaled the engineering organization from zero to ~20 across multiple funding rounds, taking the platform from MVP to a reliable, secure, enterprise-grade product. Operate as an integral part of the C-suite, contributing to company strategy, board meetings, and fundraising, while staying close enough to the architecture and code to keep teams shipping. Hands-on with applied AI, in internal tooling and in product. *Motivated by turning something that works into something that scales, across technology, team, and business.*

EXPERIENCE

Co-Founder & CTO, **Square Sense**, PropTech SaaS 2018 – present, Paris

- Grew the engineering team from zero to ~20 across DevOps, Web, Data Engineering, Data Science and Operations (17 permanent and 3-4 rolling interns, part of a 30+ person company overall). Built the engineering management layer, promoted three engineers into managers as the org grew.
- Supported the organization's evolution through multiple funding rounds. Contributed to Series A funding: owned the technical due diligence. Supported enterprise sales as technical lead.
- Scaled the platform to handle 60GB daily data ingestion (16M msgs/day), 4.5TB data lake, solution deployed in 16 countries and managing 4.5M sqm of office buildings.
- Led InfoSec efforts enabling enterprise client contracts (penetration testing, security audits, preparing for SOC 2 & ISO 27001 certification)
- Maintained strong team retention and low churn over 8 years.
- Own technology strategy, R&D, platform and onboarding operations, delivery, and continuous innovation.

Software Architect to Engineering Manager, **Kyriba**, Treasury/Cash-Management SaaS 2012 – 2018, Paris

- Part of the engineering organization during Kyriba's high-growth scaling years on its path to unicorn status.
- Engineering Manager for three geographically distributed teams; bank communications and third-party API integrations.
- Part of the team driving architecture modularization across products and introducing Scrum methodology.
- Led the engineering department's migration from Rational ClearCase (part of RUP) to Git.

Java Developer to Dev Team Lead, **BelHard**, Enterprise software consultancy 2005 – 2011, Minsk

- Built and led an 8-person team from scratch to take over an orphaned Python codebase after its original team departed: stabilized it in production, established CI and code-quality practice.
- Mentored 30+ engineers, grew several team members into team leads.
- Part-time lecturer in software project management (2010–2011).

HOW I OPERATE

STRATEGY & BUSINESS

Board and fundraising. Contribute to board meetings, representing R&D. Support due diligence and technical narrative.

C-suite partnership. Work directly with CEO, COO, CMO on company strategy, aligning technology and business direction.

Business-aligned technology decisions. Build-vs-buy and architecture choices driven by financial and business outcomes.

Sales support. Support enterprise sales: security and compliance reviews, translating between business and engineering.

Cost management. Own cloud and operational cost efficiency. Connect engineering output to financial outcomes.

PEOPLE & MANAGEMENT

Engineering leadership. Scale teams horizontally and vertically. Grow leaders from within (coaching).

Org design. Team Topologies adapted to the company stage. Stream-aligned squads, platform teams, enabling teams.

Performance. One-on-ones, frequent feedback, coaching, objectives. High accountability with high psychological safety.

Hiring. Practical exercises that mirror real work; multi-stakeholder fit interviews to preserve culture.

Methods. Scrum, Kanban, Scrumban, XP. Agile adapted to needs, not over-applied.

TECHNOLOGY & DELIVERY

Architecture. Modular, scalable systems. Pragmatic over fashionable. Design for today with room to evolve.

Delivery. Full SDLC, PMBOK, TDD/BDD/DDD. Process that actually ships.

R&D and innovation. AI-native product patterns, applied LLMs, MCP.

Operations. Client onboarding and platform operations at scale. Penetration testing, SOC 2 & ISO 27001 readiness.

Stack. Python, TypeScript, React, dbt, Trino, PostgreSQL, Kafka, GCP, Azure, k8s, Claude & OpenAI APIs, MCP.

EDUCATION & CERTIFICATIONS

MSc, Electrical & Electronics Engineering 2008

Belarusian State University of Informatics and Radioelectronics

Certified Software Project Manager (PMBOK) 2010

QAI Global Institute

Anthropic: Subagents, Agent Skills, Claude Code, Anthropic API, MCP (2025–2026) • Apache Kafka, Udemy (2019) • Performance Management, Management Fundamentals, Activ'Partners (2016) • Functional Programming in Scala, Coursera (2014) • Certified Scrum Master, Scrum Alliance (2013) • Sun Certified Java Developer (2006)

BEYOND THE ROLE

Author of the white paper *AI in Commercial Real Estate: a 5-year outlook*. Guest lecturer at ESSEC Business School (Principles of Finance, PropTech perspective). Guest panellist at Visult masterclass on OKR fundamentals. Open-source contributor (github.com/candidtim). Volunteer secretary, SGDF Versailles scouts group. Languages: trilingual French, English, Russian.