KRISTIAN SÄGI

Engineering Program Management
Tallinn, Estonia (Open to relocation) | kristian@kristiansagi.com

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PROFESSIONAL SUMMARY

Engineering and program leader with 20+ years of experience delivering complex, mission-critical technology programs from concept to high-volume production. Proven ability to lead large, cross-functional organizations spanning software, product, operations, and external partners. Background in engineering physics, systems thinking, and large-scale execution, with deep experience translating strategy into disciplined delivery under ambiguity.

Brings a rare combination of executive leadership, hands-on technical depth, and program rigor — aligning software, manufacturing, and suppliers to ship products that define user experience.

CORE PROGRAM MANAGEMENT STRENGTHS

- Engineering Program Management (EPM)
- Cross-Functional Leadership (SW, Product, Ops)
- Complex System Integration
- Schedule, Risk & Dependency Management
- Executive & Engineering Communication
- Supplier & Partner Collaboration
- Scaled Execution & Operational Excellence
- Budget Ownership & Resource Planning

PROFESSIONAL EXPERIENCE

Dynatrace Inc — Director of Engineering / Site Lead

Tallinn, Estonia | 2022 – 2025

- Established and scaled a new engineering site from zero to a high-performing, multi-disciplinary organization supporting global product delivery.

- Led large, cross-functional teams across engineering, product, and operations, coordinating work across multiple countries and time zones.
- Owned program execution for complex, highly reliable systems where quality, performance, and delivery precision were critical.
- Drove planning cadences, milestone tracking, and risk mitigation across interdependent teams.
- Partnered with global leadership on long-term technical strategy, capacity planning, and investment decisions.

Nevercode / Codemagic — Co-Founder & Head of Product Strategy

London & Tallinn | 2017 – 2019

- Co-founded and scaled a global developer platform from early concept to international adoption.
- Defined product vision and translated it into executable roadmaps and delivery plans.
- Coordinated engineering, product, design, and external partners to deliver frequent, high-quality releases.
- Built strong external partnerships (including Google), managing expectations, timelines, and shared technical goals.

Codemagic — Advisory Board Member

2019 – 2022

- Advised leadership on scaling strategy, execution discipline, and organizational structure.
- Supported leadership teams through growth, funding, and operational complexity.

Playtech Mobile (Playtech plc) — Co-Founder & CTO, Mobile Division

Estonia | 2005 – 2015

- Founded and scaled a mobile technology division into a $120M+ annual revenue business.
- Led 100+ engineers, program managers, and technical leaders across distributed global teams.
- Owned large-scale program execution spanning architecture, development, integration, deployment, and 24/7 operations.
- Coordinated delivery across multiple clients, vendors, and regulatory environments.
- Introduced structured execution models, significantly improving predictability and release quality.

Earlier Roles (Selected)

- Product Manager — Playtech (Bingo Network)
- Head of Business Development — GreenhouseCI
- Product Manager — Fujitsu
- Software Engineer — Assert AS

EDUCATION

University of Tartu — B.Sc. Engineering Physics / Applied Physics
(Equivalent to MSc-level integrated degree) | 1995 – 2004

Strong foundation in physics, optics fundamentals, systems thinking, and analytical problem-solving.

TECHNICAL & DOMAIN FOUNDATION

- Engineering Physics & Applied Sciences
- Complex Systems & Architecture
- High-Reliability Systems
- Product Lifecycle Management
- Manufacturing-Aware Design (software-led systems)
- Agile & Structured Execution Models

LEADERSHIP & COLLABORATION

- Clear, concise communication with engineers and executives
- Calm, structured decision-making under uncertainty
- Strong conflict resolution and alignment skills
- Trusted partner to senior leadership and external stakeholders

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MENTORSHIP & COMMUNITY

- Key Mentor — Ajujaht Startup Accelerator (2022 – Present)
- Coach — ESA Business Incubation Centre Estonia (2018 – Present)

LANGUAGES

Estonian (Native) | English (Full Professional) | Russian (Limited Working) | German (Elementary)

ASSESSMENTS & STRENGTHS

Independent Alva Labs assessments place Kristian in the **top 5% globally** for conscientiousness, resilience, sociability, and openness to innovation. Analytical reasoning ranked in the **69th–84th percentile**, reflecting strong systems thinking and decision-making in complex environments.