

KRISTIAN SÄGI

Engineering & Technology Leadership | Scaling People, Product & Purpose

Tallinn, Estonia | kristian@kristiansagi.com

PROFESSIONAL SUMMARY

Engineering and technology leader with 20 + years of experience building high-performing teams, scaling global software organizations, and driving strategy-to-execution alignment. Proven success across SaaS, fintech, and enterprise platforms — growing businesses to \$120M+ ARR, launching new products, and leading multi-national teams across Europe, the US, and Asia.

Combines a founder's mindset with executive-level discipline — translating complex technology challenges into scalable systems, empowered teams, and measurable outcomes. Skilled in product strategy, P&L leadership, and organizational transformation, with a track record of turning clarity into growth.

PROFESSIONAL EXPERIENCE

Dynatrace Inc — Tallinn, Estonia

Director of Engineering / Site Lead | May 2022 – Jan 2025

- Scaled Dynatrace's Tallinn engineering hub, tripling headcount and establishing culture, processes, and a new office from the ground up.
- Directed delivery of high-performance monitoring products, aligning releases with global strategy.
- Led cross-functional engineering, product, and operations teams across multiple countries.
- Enhanced Agile delivery systems, increasing velocity and execution reliability.
- Partnered with global leadership on portfolio strategy and long-term scaling plans.

Nevercode Ltd / Codemagic — London & Tallinn

Co-Founder & Head of Product Strategy | 2017 – 2019

- Co-founded and scaled the developer platform Codemagic CI/CD, now used globally.
- Defined and executed product strategy, achieving recognition in the Google Flutter ecosystem.
- Led engineering and product teams through early-stage growth and funding.
- Delivered partnerships, revenue growth, and developer adoption at global scale.

Advisory Board Member | 2019 – 2022

- Advised leadership on scaling, product strategy, and investor relations.
- Guided market positioning and operational growth.

Playtech Mobile (Playtech plc) — Estonia

Co-Founder & CTO, Mobile Division | 2005 – 2015

- Built and scaled Playtech Mobile from inception to \$120 M annual revenue.
- Managed 100+ engineers and PMs across distributed teams.
- Delivered product strategy, architecture, and execution for 100 + clients globally.
- Implemented Agile SDLC, reducing release cycles from quarterly to monthly.

Product Manager, Bingo Network | 2004 – 2005

- Managed 24/7 global operations across multiple regulated markets.
- Directed product enhancements and customer integrations.

Earlier Roles (Selected)

GreenhouseCI — Head of Business Development (2016 – 2017) • Simplify OÜ — Design Thinking Coach (2016)
• Fujitsu — Product Manager (1999 – 2003) • Assert AS — Software Engineer (1996 – 1999)

ADVISORY & MENTORSHIP

Key Mentor — Ajujaht Startup Accelerator (2022 – Present)

Coach — ESA Business Incubation Centre Estonia (2018 – Present)

Member — EstBAN (2015 – 2018)

Member — Estonian Startup Leaders Club (2017 – 2018)

PUBLICATIONS & MEDIA

- Featured in: **The Story of Codemagic – A Full Documentary** (Google Flutter partnership)
- Research publication: **Photoluminescence of Calcite Crystals of Different Origins**, Journal of Applied Spectroscopy
- Contributor on leadership, strategy & innovation – talks and essays

EDUCATION

University of Tartu — B.Sc. Engineering Physics / Applied Physics (1995 – 2004)

Pärnu Koidula Secondary School — Math & Physics Specialization (1984 – 1995)

SKILLS MATRIX

Leadership & Strategy	Technology & Delivery	Growth & Partnerships
Product Management	Agile / Scrum	Business Development
P&L Leadership	DevTools & CI/CD	Partner Ecosystems
Stakeholder Engagement	Cloud Platforms & SDK Integration	Ecosystem Development
Cross-Functional Leadership	Software Architecture	Mentoring & Coaching

LANGUAGES

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

STRENGTHS & ASSESSMENTS

Recognized for combining strategic vision with operational discipline, balancing innovation with delivery. Independent Alva Labs assessments (2025) place me in the top 5 % globally for conscientiousness, resilience, sociability, and openness to innovation. Logical reasoning ranked 69th – 84th percentile, reflecting strong analytical and decision-making skills.