TONĆI KUČIĆ

Executive Technology Leader | Board Member | Co-author

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EXECUTIVE PROFILE

Strategic Engineering Executive with over 20 years of experience delivering high-stakes digital transformation and scaling high-performance organizations. Differentiated by a unique synthesis of deep architectural mastery, organizational psychology, and boardroom governance. Expert in managing large-scale global engineering teams (40+) and high-availability BSS/OSS systems in ultra-regulated industries including iGaming, Telecom, and Life Sciences.

STRATEGIC DIFFERENTIATORS

- Human Capital Architecture: Applying organizational psychology frameworks (Shark/Whale/Turtle personas) to scale high-performance cultures and retain top 1% talent.
- Precision in Regulation: Veteran lead for Tier-1 operators in mission-critical environments (Telecom/iGaming) where downtime and compliance failure are not options.
- Business-First Tech Strategy: Proven ability to translate complex R&D roadmaps into board-level value, P&L optimization, and M&A technical due diligence.
- End-to-End System Legacy: From greenfield Solution Architecture for Tier-1 Telcos to leading global engineering for multi-vertical iGaming platforms.

PROFESSIONAL EXPERIENCE

Head of Engineering | Casumo (Tier-1 iGaming)   *2024 – Present*

Orchestrating engineering strategy for a global multi-vertical platform. Leading 40+ engineers across Casino, Payments, and Sports. Driving platform resilience and engineering culture using advanced organizational psychology frameworks to ensure high-engagement and technical excellence.

Engineering Manager / Team Lead | Studion   *2022 – 2024*

Scalability Architect for a 30+ member engineering organization. Established the Engineering Academy—a benchmark for talent development and internal branding—and implemented rigid engineering standards for distributed teams.

Supervisory Board Member | Parkovi i Nasadi d.o.o.   *2023 – 2025*

Providing high-level governance and strategic advisory on multi-million euro digital infrastructure projects and organizational transformation for green management systems.

Principal Consultant | TONCIK Consulting & Solutions   *2020 – 2025*

Delivering strategic enterprise architecture for Life Sciences (Clinical Trials), Smart City Digitalization, and Intelligent Transportation Systems (ITS) to public and private sector clients.

Solution Architect | Hrvatski Telekom   *2020 – 2022*

Lead Architect for greenfield R&D R&D Innovation. Engineered enterprise-scale Product Catalog and Order Capture platforms for Croatia's Tier-1 Telecom provider.

Engineering Team Lead | Fortuna Entertainment Group   *2018 – 2020*

Managed engineering delivery for high-load virtual sports platforms across Central Europe. Focused on horizontal scalability, high-availability architecture, and rapid feature velocity.

Senior Solution Architect / Lead Developer | Kron d.o.o. (Telecom BSS/OSS)   *2004 – 2018*

14-year progressive leadership role. Designed and integrated mission-critical BSS/OSS systems for Tier-1 Telecom operators. Orchestrated complex system integrations for major telco providers across Southeast Europe.

TECHNICAL & ARCHITECTURAL ECOSYSTEM

- Enterprise Architecture: Microservices, Event-Driven, DDD, SOA, System Integration, High-Availability Design.
- Cloud & Platform: AWS, GCP, Kubernetes, Docker, Infrastructure as Code (IaC), CI/CD, ELK, Grafana.
- Data & Messaging: Apache Kafka, RabbitMQ, PostgreSQL, Oracle, MongoDB, Redis, High-Load Data Management.
- Ecosystems: Java/Spring Boot, .NET Core, Python, Node.js, React, Angular.

THOUGHT LEADERSHIP & PUBLICATIONS

Co-author of 'Peak Performance: Mindset & Tools for Managers'
A world-class strategic guide to scaling high-performance engineering culture via organizational psychology. [Purchase Link]