

# Konstantinos Chatzinikolakis

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## Summary

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Engineering leader with a hands-on backend background. Eight years from IC to director, modernizing platforms and growing engineers along the way. I treat software engineering as intellectual property and care equally about the human side of building it.

## Experience

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**Enterprise Engineering Director**, Epignosis – Remote Oct 2025 – present

- Lead 31 engineers across 3 SaaS products through product and platform team leads (engineering and QA); report to CTO.
- Proved cross-product seamless login, then handed it off to scale as part of a platform-unification push.
- Drove event-driven, domain-isolated service architecture that other teams build on.
- Stayed technically close enough to unblock teams and keep architecture decisions honest.
- Grew team leads to stand on their own feet, coaching them to define end states, hold hard conversations, and make decisions without escalating; promoted a new team lead from within.

**Head of Engineering & Product**, Epignosis – Remote Jan 2025 – Oct 2025

- Ran a ~20-person org spanning product, development, and technical operations through a delegated leadership layer.
- Introduced written product requirements and technical design discipline before development to cut rework and align expectations early.
- Expanded delivery capacity by forming an additional crew and splitting work into product streams with clearer focus.
- Shifted the org to a release-driven cadence, using shipped releases as the feedback signal for lean, iterative delivery.

**Lead Software Engineer**, Epignosis – Remote Jan 2024 – Jan 2025

- Drove platform modernization: removed long-standing legacy modules and introduced internal service boundaries the team could build on top of.
- Introduced an internal query API to decouple consumers from the data layer, reducing coupling between domains.
- Hardened deployment safety with canary release flows and automated PR governance, reducing incident surface area.
- Improved testability through configuration and time abstractions enforced by custom static-analysis rules.

**Senior Software Engineer Team Lead**, Epignosis – Remote Sept 2022 – Jan 2024

- Modernized the product's frontend stack and split the backend into an API-driven architecture to decouple client and server concerns.
- Restructured teams for clearer ownership and faster delivery; expanded hiring and cross-team collaboration.
- Raised the code quality bar with strict typing, custom static-analysis rules enforcing domain boundaries, and test-coverage discipline in CI.
- Established CI/CD pipelines, branching strategy, and automated governance so quality gates ran by default, not by review effort.

**Software Engineer**, Epignosis – Remote Jan 2020 – Sept 2022

- Built the authentication mechanism for a new REST API service from the ground up.
- Built new domain endpoints (catalog, calendar, discussions, branches) on top of a legacy monolithic backend.
- Drove engineering practices: test-driven development, a cross-team RFC process, and OpenAPI documentation as the contract source of truth.

**Early Career, Earlier Roles** Mar 2018 – Dec 2019

- Hellenic Army (mandatory military service, 2018) · Junior PHP Developer at Epignosis (2019).

## Education

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**University of the Aegean**, MEng in Information and Communication Systems Engineering Nov 2018

## Skills

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**Leadership:** Mentoring & Coaching, Cross-Functional Collaboration, Agile Delivery

**Architecture & Practices:** Software Architecture, Domain-Driven Design, Event-Driven Architecture, Test-Driven Development, CI/CD, Code Quality & Standards

**Engineering:** PHP, MySQL, REST APIs, GraphQL, Vue, Tailwind, Containers & Docker, Static Analysis, Legacy Modernization

**Languages:** Greek (native), English (professional working)