

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. Build the org, set the direction, stay close enough to the code to keep it shipping. Currently Co-Founder and CTO at Square Sense, where I built the technology department from zero to ~20 people.

EXPERIENCE

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

- Built the technology department from zero to ~20 across DevOps, Web, Data Engineering, Data Science and Operations.
- Own technology strategy, R&D, platform and client-onboarding operations, delivery and continuous innovation.
- As co-founder, participate in investor pitches and support sales in technical B2B negotiations.
- Internal lead for third-party InfoSec and IT process audits (SOC 2 and ISO 27001 readiness).

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

- Engineering Manager for three geographically distributed teams covering bank communications and third-party API integrations.
- Drove software architecture and a modularization strategy across several products; introduced Scrum to existing teams.
- Led the engineering department's migration from Rational ClearCase (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 sole contributor departed: stabilized it in production, established CI and code-quality practice.
- Mentored 30–40 engineers, grew several team members into team leads.
- Part-time lecturer in software project management (2010–2011).

HOW I OPERATE

PEOPLE & MANAGEMENT

Engineering leadership. Scale teams horizontally and vertically. Grow leaders from within through coaching and progressive delegation.

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

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

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

Alignment. OKR-driven, kept lightweight. Cascading objectives, top-down and bottom-up.

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

TECHNOLOGY & DELIVERY

Strategy. Align technology with the business plan across SaaS, AI, Cloud and IoT.

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. InfoSec, SOC 2 and ISO 27001 readiness.

Stack. Python, TypeScript/React, dbt, Trino, Airflow, PostgreSQL, Kafka, GCP, Azure, Kubernetes, Claude API, MCP.

EDUCATION & CERTIFICATIONS

MSc, Electrical & Electronics Engineering

Belarusian State University of Informatics and Radioelectronics, 2008

Certified Software Project Manager (PMBOK)

QAI Global Institute, 2010

Anthropic: Subagents, Agent Skills, Claude Code, Anthropic API, MCP (2025–2026) · Apache Kafka (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, including *cookiecutter-flask-minimal*). Volunteer secretary, SGDF Versailles scouts group. Languages: French, English, Russian (all native/bilingual).