

Panayiotis Alexandrou

HANDS-ON CTO · VP / HEAD OF ENGINEERING

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IMPACT AT A GLANCE

- 20x+** platform throughput increase
- 13** engineers led across two sites
- 100+** microservices designed & shipped
- 4** product lines owned end to end
- 10+** products built independently

SKILLS

Core

.NET · Angular · React · Vue.js · Flutter
· MassTransit/RabbitMQ · Redis ·
PostgreSQL · Docker · Distributed
Systems Design · Microservices
Migration · REST / SOAP / gRPC APIs ·
ETL & SQL CLR · Machine Learning/AI

Platform & Infra

Kubernetes · AWS · Azure · Kafka ·
CI/CD — GitLab, TeamCity, Azure
DevOps & Pipelines · On-Prem LLM
Ops · Jira/Confluence Admin · Ansible
· Elasticsearch

Leadership

Team & cross-functional leadership ·
empathy & conflict resolution ·
stakeholder communication · third-
party vendor integration & evaluation

DOMAINS

RegTech — AML/KYC & compliance ·
Multi-tenant SaaS · ERP & operations
platforms · Real-time data & BI ·
Mobile

LANGUAGES

English (fluent) · Greek (native)

PROFILE

Hands-on engineering executive with **9+ years** in regulated fintech, who joined as a developer in 2018 and worked up to VP of Technology Development at Complytek.ai (formerly i-SPIRAL). Owns product engineering, architecture, and infrastructure end to end — leading **13 engineers** and the roadmap for a RegTech AML/KYC platform, where re-architecting a capacity-capped monolith into event-driven microservices took throughput from **~100K to several million transactions per day**.

EXPERIENCE

Complytek.ai (formerly i-SPIRAL)

2018 – Present

RegTech — AML/KYC platform: onboarding, transaction & profile monitoring, risk assessment, sanctions/PEP screening

Vice President of Technology Development

2023 – Present

- Own engineering strategy and roadmap for the majority of the product portfolio at a **40+ person company**, working directly with the **CEO, CDTO, product owners**, and the business and marketing functions on functional, BI, and commercial decisions.
- Lifted platform capacity from a monolith ceiling of **~100K to several million transactions and API calls per day** — a **20x+ increase** that unlocked institutional-client onboarding instead of turning that business away.
- Lead a **13-engineer organisation** (8 remote, 5 on-site) across development, QA, DevOps, and IT while remaining hands-on in architecture.
- Designed and delivered a **~30-microservice** monitoring platform start to finish and led a team of 3 on a **~28-microservice** onboarding system — gateway layer (REST/gRPC) plus single-responsibility processors coordinated by **SAGA orchestration**.
- Led infrastructure migration from **IIS** → **Docker** → **Kubernetes**; own Cloudflare, cloud estate, hosting, and **CI/CD** across **TeamCity**, **GitLab**, and **Azure DevOps** pipelines.
- Built a **~25-30 microservice agentic AI framework** automating AML/KYC review, drive **digital transformation** including secure **on-premise LLM** deployment, and established the delivery process from scratch (**Jira**, **Confluence**, **GitLab**).

Senior / Principal Developer — i-SPIRAL

2018 – 2023

- Built core **AML/KYC screening** capability and a large body of **third-party integrations** — screening and adverse-media providers (**OpenSanctions**, **Acuris**, **World-Check**, **Dow Jones**, **LexisNexis**) and **eIDV** and identity-verification vendors (**Onfido**, **Sumsu**, **Global Data Consortium**), among many others.
- Delivered **government and municipality platforms** covering document management, billing, and payments, integrated with **JCC**, **Stripe**, **Revolut**, and **Viva**; worked closely with **banking institutions** on risk and compliance management systems (RCMS).
- Wrote extensive **ETL pipelines**, **SQL CLR** assemblies, and a large volume of **REST** and **SOAP APIs** underpinning client data ingestion and third-party integration.

Junior Developer · HS Data — production web application for PwC

2017 – 2018

using .NET, Aurelia, SharePoint, and SQL Server.

EDUCATION

MS(Hons) Data Analysis

UCLan Cyprus · 2019–2021

Upper High Rank. Focus on **machine learning** & **AI**; capstone built **ML** fraud-detection models on forex data using Python & SQL.

BS(Hons) Game Development

UCLan Cyprus · 2014–2017

Highest-achieving graduate of the year. Thesis: a C#/Unity racing game doubling as a color-blindness diagnostic tool.

REFERENCE

Igor Paliy

Chief Information, Digital & AI Transformation & Technology Officer

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NOTE

Notevex and Operavex are live production systems I built and operate independently, outside my day role. A walkthrough or architecture deep-dive of any system opposite can be arranged on request.

BUILD PRINCIPLES

Event-driven, broker-first messaging
 · single-responsibility services ·
 SAGA orchestration for distributed consistency · containerised and autoscaled by default · observability from day one

ALSO

Founder, Alexandrou Intelligence — consulting and product work across distributed systems, AI, and mobile.

alexandrouintelligence.com

Full interactive profile:

profile.alexandrouintelligence.com

NotevexERP-grade multi-tenant SaaS · notevex.com

- **Commercially validated** — paying customers run their day-to-day operations on it today, acquired entirely by word of mouth with no marketing spend.
- Architected and built a distributed, **multi-tenant SaaS** unifying CRM & sales, operations, a developer API, and a client contact portal across responsive web and native mobile.
- Enterprise security & RBAC — JWT with certificate validation, 2FA, full tenant isolation, granular per-user CRUD permissions, and a complete audit trail; real-time updates via SignalR and a REST API with HMAC-SHA256 signed webhooks.
- Stack: **.NET 10**, **MassTransit/RabbitMQ**, **Redis**, **PostgreSQL**, **Angular**, **React**, **Flutter**, **Firebase** — ~10 services containerised on **Kubernetes** with auto-scaling and full observability.

Operavex

Operations, analytics & invoicing platform

- Designed and built a bespoke distributed platform running a business's day-to-day operations, analytics, and invoicing end-to-end.
- Real-time dashboards turning operational data into decisions; invoicing generated directly from live operational data.
- Shares Notevex's **event-driven architecture**, giving it a proven path to a future multi-tenant SaaS offering.
- Stack: **.NET 10**, **MassTransit/RabbitMQ**, **Redis**, **PostgreSQL**, **Vue.js** — ~10 services on **Kubernetes** with auto-scaling and full monitoring.

Complytek AML/KYC Platform

Architecture highlights

- **Transaction & profile monitoring** — ~30 microservices designed and delivered start to finish: gateway APIs, MCP servers, and the consumers and processors behind a complete monitoring solution.
- **Client onboarding** — ~28 microservices across a gateway layer (REST/gRPC and reporting APIs) and single-responsibility processors coordinated by SAGA orchestration; broker-absorbed back-pressure replaced dropped requests from partners without correct rate limiting or throttling.
- **In flight** — risk assessment being extracted from the CLM monolith onto the same architecture; sanctions/PEP transaction screening fully architected and queued for delivery.

Product Suite & Other Systems

Independent & client work

- Extending the same event-driven platform into a vertical suite in active development — **Hotelvex** (hotel management), **Payrovex** (payroll), **Accountvex** (accounting), and **Eventvex** (event management & booking).
- **10+ products built independently** across web and mobile — 3 running in production today, 5+ live including marketing sites — plus automation bots and MCP servers.

WHY THIS PAGE

Infrastructure is not a function I delegate. Most of what I run in production I first ran, broke, and hardened on my own hardware — which is why I can own the platform layer at work without a separate DevOps team.

LAB STACK

Raspberry Pi clusters · Proxmox · LXC · Docker · Kubernetes · GitLab CI runners · Nginx / Traefik reverse proxies · Ansible · Wake-on-LAN · Pterodactyl · Prometheus · Grafana · Jaeger · Milvus

CURRENTLY ADOPTING

ArgoCD — moving deployments to a GitOps model, in progress across lab and work environments.

Terraform — learning declarative infrastructure to replace the remaining hand-provisioned pieces of the estate.

NETWORKING & EDGE

Own **Cloudflare** end to end at Complytek — DNS, edge routing, WAF, and security policy — and run the equivalent for my own domains. Firewalling, VPN access, tunnels, and DNS across a mixed home and cloud estate.

OUTSIDE WORK

Self-hosting, running game servers, and building Discord bots for my own servers — the same engineering curiosity that got me into the industry, still running at home.

Home Lab & Self-Hosted Infrastructure

- Run **Raspberry Pi clusters** and home servers as a permanent lab — hosting **GitLab runners**, sandbox and demo environments for my own products, and staging for architectures before they reach production.
- Built a power-management layer using **Raspberry Pi Zeros** and **Wake-on-LAN** to bring servers up and down on demand rather than leaving the estate powered continuously.
- Self-host and administer a **Pterodactyl** panel for game servers, alongside a set of **Discord bots** I built and run on my own servers.

Security, Provisioning & Virtualisation

- Provision and configure **Linux servers start to finish** — at home and in production — including **reverse proxies**, TLS termination, and network segmentation.
- Design and operate **Proxmox** virtual environments and LXC containers for both lab and company workloads.
- Automate provisioning and **security hardening** with **Ansible**, keeping environments reproducible rather than hand-tuned.

Observability & Platform Tooling

- Built **Grafana** dashboards backed by **Prometheus** for metrics and performance, in production at Complytek and across the home estate.
- Instrument distributed systems with **distributed tracing** via **Jaeger** and **.NET Aspire**, making cross-service latency and failure paths visible rather than inferred.
- Operate **Milvus** for vector storage supporting AI and retrieval workloads.

Lab to Production

What the practice pays for

- Every infrastructure migration I have led at work — **IIS to Docker**, **Docker to Kubernetes**, monolith to event-driven — was rehearsed on this hardware before it touched a client-facing environment.
- Container orchestration, reverse proxying, and observability all reached my production estate through the lab first, which is why the platform layer at Complytek needs no separate DevOps function.
- The same setup gives every product in my independent suite a real staging environment, so Notevex and Operavex ship against production-shaped infrastructure rather than a developer laptop.

18th August 2026

Dear Hiring Manager,

I am writing regarding your CTO or VP / Head of Engineering opening. I joined i-SPIRAL — now Complytek.ai, a 40+ person RegTech company serving institutional financial clients — in 2018 as a developer, and worked my way up to Vice President of Technology Development. Nobody handed me that; I earned it by taking on the problems nobody else wanted, learning the infrastructure layer on my own hardware at night, and repeatedly proving I could deliver what I proposed.

Those first years were deep in the domain: AML/KYC screening, integrations with providers such as OpenSanctions, World-Check, Dow Jones, Onfido and Sumsb, government and municipality platforms with payment integrations, and risk systems built alongside banking institutions. That period taught me the business as well as the code — which is why, when I moved into leadership, I could argue architecture in commercial terms rather than technical ones.

The clearest measure of the work since is what it unlocked commercially. Our legacy monolith topped out at roughly 100,000 transactions and API calls per day, which meant turning larger clients away. I led the re-architecture to an event-driven, message-broker-based platform and the infrastructure migration from IIS through Docker to Kubernetes; it now handles several million per day and scales horizontally with demand. That 20x-plus increase is what made onboarding institutional clients possible at all. Alongside it I designed and delivered a ~30-microservice monitoring platform start to finish, led a small team on a ~28-microservice onboarding system, and built an agentic AI framework automating compliance review.

Today I own engineering strategy and roadmap across most of the product portfolio, working with the CEO, CDTO, product owners, and the business and marketing functions — and I built the engineering function itself: the delivery process, CI/CD pipelines, the cloud and Cloudflare estate, and the leadership of a distributed team. Independently, I designed and operate Notevex, an ERP-grade multi-tenant SaaS with paying customers running their operations on it, acquired entirely by word of mouth, alongside a suite of products in active development.

What I offer is a leader shaped by having done every layer of the job — someone who can set technical direction at board level, own where the technology goes next, and still be accountable for whether the system actually scales. I would welcome the chance to discuss where that fits your roadmap.

Thank you for your consideration.

Kind regards,
Panayiotis Alexandrou

Panayiotis Alexandrou

Chief Technology Officer | VP of Engineering | Head of Engineering

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PROFESSIONAL SUMMARY

Hands-on engineering executive with 9+ years in regulated financial technology. Joined as a developer in 2018 and progressed to Vice President of Technology Development at Complytek.ai (formerly i-SPIRAL). Owns product engineering, software architecture, and cloud infrastructure end to end. Led the re-architecture of a capacity-capped monolith into event-driven microservices, increasing platform throughput from approximately 100,000 to several million transactions per day, a 20x increase that enabled institutional client onboarding. Leads a 13-engineer organisation across development, QA, DevOps, and IT.

CORE COMPETENCIES

Distributed Systems Design; Microservices Architecture; Event-Driven Architecture; Monolith to Microservices Migration; Software Architecture; Engineering Leadership; Technical Strategy and Roadmap; Digital Transformation; Cloud Infrastructure; DevOps and Site Reliability Engineering; CI/CD; Kubernetes; Docker; Machine Learning and Artificial Intelligence; Regulatory Technology (RegTech); AML/KYC Compliance Systems; Multi-Tenant SaaS; Stakeholder Management; Cross-Functional Team Leadership; Third-Party Vendor Integration and Evaluation.

TECHNICAL SKILLS

Languages and Frameworks: C#, .NET, .NET 10, .NET Aspire, ASP.NET, Python, SQL, TypeScript, JavaScript, Angular, React, Vue.js, Flutter, Aurelia

Architecture and Messaging: Microservices, Event-Driven Architecture, SAGA Orchestration, MassTransit, RabbitMQ, Apache Kafka, SignalR, REST APIs, SOAP APIs, gRPC, Webhooks (HMAC-SHA256), MCP Servers

Data: PostgreSQL, Microsoft SQL Server, Redis, Elasticsearch, Milvus (vector storage), SQL CLR, ETL Pipelines, Power BI

Cloud and Infrastructure: Kubernetes, Docker, AWS, Azure, Proxmox, LXC, Linux Server Administration, Ansible, Terraform, ArgoCD, Cloudflare (DNS, WAF, Edge), Reverse Proxies (Nginx, Traefik), IIS

DevOps and Tooling: GitLab and GitLab CI, TeamCity, Azure DevOps and Pipelines, Git, Jira Administration, Confluence Administration, Miro

Observability: Grafana, Prometheus, Jaeger, Distributed Tracing

AI and Security: Agentic AI Frameworks, On-Premise LLM Deployment, JWT with Certificate Validation, Two-Factor Authentication, Role-Based Access Control, Multi-Tenant Isolation, Server Hardening

LANGUAGES

English (fluent); Greek (native)

PROFESSIONAL EXPERIENCE

Complytek.ai (formerly i-SPIRAL) — Nicosia, Cyprus | 2018 – Present

RegTech company (40+ employees) providing an AML/KYC compliance platform to institutional financial clients, covering client onboarding, transaction and profile monitoring, risk assessment, and sanctions, PEP, and adverse media screening.

Vice President of Technology Development | 2023 – Present

- Own engineering strategy and product roadmap for the majority of the company's product portfolio, partnering directly with the CEO, Chief Digital and Transformation Officer, product owners, and the business and marketing functions on functional, business intelligence, and commercial decisions.
- Increased platform capacity from a monolithic ceiling of approximately 100,000 to several million transactions and API calls per day, a 20x increase that enabled institutional client onboarding rather than declining that business.
- Lead a 13-engineer organisation (8 remote, 5 on-site) spanning development, QA, DevOps, and IT while remaining hands-on in architecture and delivery.
- Designed and delivered a 30-microservice transaction and profile monitoring platform start to finish, including gateway APIs, MCP servers, and the consumers and processors behind the solution.
- Led a team of 3 delivering a 28-microservice client onboarding system with a two-layer architecture: a gateway layer exposing REST, gRPC, and reporting APIs, and single-responsibility consumers and processors coordinated through SAGA orchestration, with message-broker back-pressure replacing dropped requests.
- Built a 25 to 30 microservice agentic AI framework automating AML/KYC compliance review workflows, reducing manual review effort.
- Led infrastructure migration from IIS to Docker to Kubernetes, introducing autoscaling and rolling deployments and materially improving cloud spend efficiency.
- Own Cloudflare configuration, cloud and server estate, hosting, and CI/CD across TeamCity, GitLab, and Azure DevOps pipelines, with no separate DevOps function.
- Drive digital transformation initiatives including secure on-premise large language model deployment, and established the company's engineering delivery process from scratch using Jira, Confluence, GitLab, and Miro.
- Currently extracting risk assessment from the legacy CLM monolith onto the event-driven architecture; sanctions and PEP transaction screening fully architected and queued for delivery.

Senior / Principal Developer, i-SPIRAL | 2018 – 2023

- Built core AML/KYC screening capability and an extensive body of third-party integrations, including screening and adverse media providers (OpenSanctions, Acuris, World-Check, Dow Jones, LexisNexis) and electronic identity verification (eIDV) vendors (Onfido, Sumsb, Global Data Consortium), among many others.
- Delivered government and municipality platforms covering document management, billing, and payments, integrated with JCC, Stripe, Revolut, and Viva.
- Worked closely with banking institutions on risk and compliance management systems (RCMS) and regulatory reporting requirements.
- Wrote extensive ETL pipelines, SQL CLR assemblies, and a high volume of REST and SOAP APIs underpinning client data ingestion and third-party integration.

HS Data — Nicosia, Cyprus | Junior Developer | 2017 – 2018

- Delivered a production web application for PwC using .NET, Aurelia, SharePoint, and SQL Server within a cross-functional team.

INDEPENDENT PRODUCTS AND PROJECTS

Notevex — ERP-grade multi-tenant SaaS platform (notevex.com) | Founder and Architect

- Commercially validated: paying customers run their day-to-day operations on the platform today, acquired entirely by word of mouth with no marketing spend.
- Architected and built a distributed multi-tenant SaaS unifying CRM and sales, operations, a developer API, and a client contact portal across responsive web and native mobile.
- Implemented enterprise security and role-based access control: JWT with certificate validation, two-factor authentication, full tenant isolation, granular per-user CRUD permissions, and a complete audit trail. Real-time updates via SignalR and a REST API with HMAC-SHA256 signed webhooks.
- Technology: .NET 10, MassTransit, RabbitMQ, Redis, PostgreSQL, Angular, React, Flutter, Firebase. Approximately 10 services containerised on Kubernetes with autoscaling and full observability.

Operavex — Operations, analytics, and invoicing platform | Founder and Architect

- Designed and built a bespoke distributed platform running a business's day-to-day operations, analytics, and invoicing end to end, with real-time dashboards and invoicing generated directly from live operational data.
- Technology: .NET 10, MassTransit, RabbitMQ, Redis, PostgreSQL, Vue.js. Approximately 10 services on Kubernetes with autoscaling and full monitoring.

Product Suite in Active Development

- Extending the same event-driven platform into a vertical suite: Hotelvex (hotel management), Payrovex (payroll), Accountvex (accounting), and Eventvex (event management and booking).
- 10+ products built independently across web and mobile, 3 running in production today and 5+ live including marketing sites, plus automation bots and MCP servers.

INFRASTRUCTURE PRACTICE AND HOME LAB

- Operate Raspberry Pi clusters and home servers as a permanent lab hosting GitLab runners, sandbox and demo environments, and staging for architectures before they reach production. Built a power management layer using Raspberry Pi Zeros and Wake-on-LAN. Self-host and administer a Pterodactyl panel for game servers and a set of Discord bots.
- Provision and configure Linux servers start to finish, including reverse proxies, TLS termination, and network segmentation. Design and operate Proxmox virtual environments and LXC containers. Automate provisioning and security hardening with Ansible.
- Built Grafana dashboards backed by Prometheus for metrics and performance monitoring in production and across the home estate. Instrument distributed systems with distributed tracing via Jaeger and .NET Aspire. Operate Milvus for vector storage supporting AI and retrieval workloads.
- Currently adopting ArgoCD for GitOps delivery and Terraform for declarative infrastructure.

EDUCATION

MS (Hons) Data Analysis — University of Central Lancashire (UCLan) Cyprus | 2019 – 2021

Graduated Upper High Rank. Focus on machine learning and artificial intelligence methods. Capstone project built machine learning fraud-detection models on forex transaction data using Python and SQL.

BS (Hons) Game Development — University of Central Lancashire (UCLan) Cyprus | 2014 – 2017

Highest-achieving graduate of the year. Thesis: a C# and Unity racing game doubling as a colour-blindness diagnostic tool.

REFERENCE

Igor Paliy — Chief Information, Digital and AI Transformation and Technology Officer | igor@paliy.info