

Petr Stehlík

Czechia | ahoj@petrstehlik.cz | +420 732 155 094 | <https://www.linkedin.com/in/stehlikpetr/>

SUMMARY

Engineering leader with a clear IC → EM → Head of Engineering → CTO progression in 6 years. Each step earned by shipping through hard situations, not just good ones. Built, downsized, and rebuilt engineering organizations. As CTO at Spaceflow, I navigated the team through a severe downturn (10+ engineers to a 3-person skeleton crew, then rebuilt to full org), maintaining platform stability throughout. Previously supervised PCI DSS certification at Kiwi.com and co-architected payment infrastructure processing millions in transactions. I bring strategic org leadership with genuine technical depth. I still write code, I just don't think that should be the CTO's full-time job.

EXPERIENCE

Chief Technology Officer Spaceflow

07/2024 - Present

Czechia

- B2B2C SaaS platform for tenant experience, deployed across EMEA
 - Own end-to-end technical strategy, delivery, security, and infrastructure for the platform. Lead 3 teams (currently ~6 engineers) through an ongoing roll-up process.
 - Navigated engineering org through company crisis: made difficult downsizing decisions, operated with a 3-person skeleton crew for ~12 months, then rebuilt the team — all while maintaining platform uptime and customer commitments.
 - Driving transition from functional silos toward cross-functional squads with end-to-end product ownership. Improved roadmap delivery from 50% to 85%+ within 12 months of taking over the engineering organization.
 - Took ownership of technical support operations, reduced time-to-first-meaningful-response from 3 business days to 2 hours by redesigning triage processes and SLOs.
 - Reduced infrastructure costs by 30% through targeted cloud optimization (GCP).
 - Architected event-driven backend (PHP/Symfony, CQRS) handling real-time integrations with building management, access control, climate monitoring and payment system. Manage 20+ Go-based integration services.
 - Established SLO-based reliability practices, observability stack, and API standards across the platform.
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10/2022 - 07/2024

Head of Engineering

Spaceflow

Czechia

- Managed engineering organization of 10+ engineers across multiple teams. Owned technical strategy, architecture decisions, and delivery execution.
- Transformed engineering culture toward ownership and accountability — introduced metrics-driven planning, shifted team mindset from task execution to outcome ownership.
- Built hiring pipeline and onboarding processes from scratch. Partnered with Product and Operations to align engineering roadmap with business priorities.
- Promoted to CTO based on demonstrated strategic impact and organizational leadership during a period of significant company change.

09/2020 - 07/2022

Engineering Manager

Seznam.cz

Brno, Czechia

- Led 7+ engineer team for Stream.cz — top-12 most visited site in CZ/SK, serving 1M+ daily video views. Owned feature delivery across the platform's admin and frontend applications.
- Transitioned team from fully on-site to remote-first. Maintained delivery velocity and team cohesion through the shift, with zero attrition.
- Built a high-trust team culture focused on autonomy and ownership.
- Co-organized multi-day internal technical conference for Seznam.cz's entire engineering organization (500+ attendees).
- Partnered with Product to prioritize and deliver features driving audience engagement and platform monetization.

02/2018 - 08/2020

FinTech Engineer

Kiwi.com

Brno, Czechia

- Core member of the fintech team at one of Europe's fastest-growing travel tech companies. Owned invoicing, payment processing, and financial compliance systems. Served as security champion for the fintech team.
- **Supervised PCI DSS certification for two consecutive years without external consultancy.** Designed controls, implemented security measures, and managed the audit process end-to-end.

- Co-architected payment processing infrastructure handling credit card transactions across multiple currencies and providers. Developed invoicing and accounting services ensuring financial data accuracy and compliance.
- As security champion: led security training, established security pipelines, monitored and triaged security incidents across the fintech team.
- Represented Kiwi.com engineering externally. Spoke at EuroPython (Basel) and PyCon (Cardiff) on event-driven systems and at other industry events.
- Developed currency exchange rate services supporting multi-currency transactions. Managed services on Kubernetes/Docker across AWS and GCP.

EDUCATION

Master's Degree, Information Technology

Minor in Information Security | Brno University of Technology | 2016 - 2018

Thesis: *Anomaly Detection Using Neural Networks*

Architected and built a full ML pipeline from data acquisition through inference, deployed on CINECA supercomputers. Hands-on ML engineering before it was a job title.

Bachelor's Degree, Information Technology

Brno University of Technology | 2013 - 2016

CERTIFICATIONS

Google Cloud Associate Cloud Engineer

Google Cloud Certified Professional Cloud Architect

SKILLS

Languages: Go, TypeScript, Python, PHP **Infrastructure:** GCP, AWS, Kubernetes, Docker, Terraform, CI/CD, Gitlab **Domains:** Payment systems, PCI DSS, security & compliance, distributed systems, event-driven architecture, CQRS, observability/SLOs, B2B SaaS, proptech, cloud migrations

Leadership: Org design, hiring & onboarding, remote-first teams, vendor management, cross-functional stakeholder communication

English (Fluent, C1 certified), Czech (Native)