

dr n. inż.-techn. (PhD in Engineering and Technical Sciences)

Karol Chlasta

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[Kozminski University](#) ▶ [ORCID](#) ▶ [Google Scholar](#) ▶ [ResearchGate](#) ▶ [Academia.edu](#)

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// SUMMARY

PhD in Computer Science from the Polish-Japanese Academy of Information Technology, specialising in artificial intelligence methods. Over 20 years of experience in IT, including 14 years in leadership positions; pivoted from systems development to cybersecurity, currently Head of Data Governance and Compliance at Wyden. Assistant Professor at Kozminski University, author of 18 academic publications and 28 conference presentations. Passionate about AI, data science and cybersecurity, combining technical expertise with strategic vision to advance impactful and secure technology.

// EDUCATION

PhD, Technical Informatics and Telecommunications — Polish-Japanese

Oct 2018 – Jul 2023

Academy of Information Technology

Interdisciplinary PhD studies in ICT & Psychology, run jointly by PJAiT and SWPS University of Social Sciences and Humanities in Warsaw. Coursework and projects included Big Data & Machine Learning, Biocybernetics, Neuromodelling, Natural Language Processing, Social Network Analysis, Advanced Statistics, Modern Databases, Data Visualization, as well as Cyberpsychology, Advanced Cognitive Psychology and Cognitive Neuroscience. Doctoral degree awarded in engineering and technical sciences in the field of technical informatics and telecommunications. Dissertation *"Neural Simulation Pipeline for Liquid State Machines"* defended with distinction (summa cum laude) on 24 July 2023.

Postgraduate Diploma, University Teaching & Learning — University College

Jan 2022 – Jun 2022

Dublin

In-service programme for academics teaching in higher education (NQF level 7+), reviewing and improving teaching skills and understanding of theories of effective higher education. Thesis: *Developing International Learning and Assessment Strategy for Teaching Introduction to Python and Machine Learning*.

Postgraduate Diploma, Business Analytics — Warsaw University of

Oct 2014 – Jun 2015

Technology

Institute of Computer Science, Faculty of Electronics and Information Technology (part-time). Thesis: *Implementation of a sentiment analysis model for Twitter data in Polish* (with distinction).

MSc, Economic Computer Science — Cracow University of Economics

Oct 2003 – Jan 2008

Department of Management (full-time). Member of the IT Student Club (2004–07), ISACA Poland (2005–07) and Polish Linux User Group (2003–present). Academic exchanges to France (ESDES École Supérieure de Commerce & Management, 1 semester), Finland (Centria University of Applied Sciences, 1 semester) and the UK (University of the West of Scotland, 1 year).

// SELECTED TEACHING & ORGANIZATIONAL EXPERIENCE

Kozminski University, Warsaw — Assistant Professor (Nov 2023 – present); Research and Teaching Assistant (Feb 2021 – Oct 2023), Faculty of Management in Networked and Digital Societies

Kozminski University is consistently ranked by the Financial Times as the leading business school in Central and Eastern Europe. Research and teaching within the Management & Artificial Intelligence programme, combining management knowledge with programming and data analytics. Since 2024, working with dr hab. Bogdan Książopolski on the new Computer Science (Informatyka) engineering programme: contributed to the curriculum design and formally listed in the application to the Ministry of Science and Higher Education as faculty assigned to teach in the programme, meeting the staffing requirements assessed by the Polish Accreditation Committee (PKA).

- **AWS Academy Certified Instructor** — introduced cloud computing education at the university; since 2024 approximately 200 students have completed AWS Academy Cloud Foundations (~60 per year), with several graduates obtaining AWS certification and pursuing cloud careers. Institutional Central Point of Contact (CPOC) for AWS Academy.
- **Huawei ICT Academy Certified Instructor** — 23 people completed the Huawei Authorized Training in Cloud Computing (HCIA level) in H1 2021, the first such group in Poland.

Teaching:

- **Survey of Programming Languages** (Feb 2022 – present) — 30 hours in English with BSc students of the Management & AI programme; designed and delivered a new module on program execution, programming languages, algorithmics, heuristics and programming paradigms, integrated with DataCamp (Python and Scala); 2 groups each summer semester.
- **Cloud Infrastructure and Business IT Tools** (Feb 2021 – present) — 40 hours in English with 2nd-year BSc students; incorporated Huawei ICT Academy and AWS Academy certification options; 2 groups each summer semester.
- **Python Programming and Machine Learning** (Oct 2021 – Feb 2022) — 40 hours in English with MSc students; designed and delivered a new module using Python as a gateway to Machine Learning and Deep Learning, with DataCamp and Huawei ICT Academy certification options; 1 group, winter semester.
- **Scrum Foundations** (Feb 2021 – Jun 2023) — 25 hours in English with BSc students; 2 groups, summer semester.

Projects:

- **EcoCraft Day & Workshops**, powered by Microsoft & TAURON (Jun 2021 – Oct 2021) — project recreating real-world urban planning in Minecraft; led the EcoCraft Plugin Development workstream (Java), delivering new game logic and an automatically generated map of the Mokotów district.

Montpellier Business School, France — Visiting Professor (Nov 2025)

Governance, Risk Management, and Compliance

Nov 2025

Taught a 14-hour course for second-year Bachelor students during MBS International Week (24–28 November 2025). Erasmus+ exchange between Montpellier Business School and Kozminski University.

IADE-Universidade Europeia, Lisbon, Portugal — Visiting Professor (Mar 2024)

Cloud Services for AI

Mar 2024

Designed and delivered a module as part of the teaching programme led by prof. dr. Filipa Fernandes. Erasmus+ grant.

Polish-Japanese Academy of Information Technology, Warsaw — Lecturer, contract (2019 – 2025)

- **Introduction to Big Data** (Oct 2024 – Feb 2025) — 16 hours with MSc-level computer engineering students (part-time, 1 group).
- **AI Solution Architectures and Implementation Methodologies** (Oct 2023 – Feb 2024) — 32 hours of laboratories in Polish with computer engineering students (part-time), complementing lectures by prof. PJAiT Andrzej Wodecki; 2 groups.
- **Introduction to Machine Learning** (Oct 2023 – Feb 2024; Mar – Sep 2022) — 48 hours of laboratories in Polish (part-time, 3 groups, 2023/24) and 60 hours in English (full-time, 2 groups, 2022), complementing lectures by prof. PJAiT Andrzej Wodecki.
- **Advanced Multimedia Techniques** (Oct 2019 – Feb 2021) — 30 hours with MSc students of computer science and new media arts (3 groups) in 2020, 5 hours in 2021.

University of Information Technology and Management, Olsztyn — Lecturer, contract (2020 – 2021)

Business Intelligence Systems · Modern Database Systems · Multimedia Technologies

Oct 2020 – Oct 2021

- Computer science: 2nd year — 45 hours of lectures and laboratories in Multimedia Technologies in the Internet Environment; 3rd year — 18 hours of advanced Business Intelligence Systems.
- Industrial management: 2nd and 3rd year — 20 hours of lectures in Business Intelligence Systems and Modern Database Systems.

// RESEARCH COLLABORATION

Founder & Principal Investigator — WarsawIQ, Warsaw, Poland (warsawiq.com)

2022 – present

WarsawIQ is a research community in Warsaw working on Information Technology, Artificial Intelligence, Security, and Human-Computer Interaction. Recent work led to peer-reviewed publications in AI for healthcare and cybersecurity (see Publications).

Expert — PFRON (State Fund for Rehabilitation of Disabled Persons), Warsaw, Poland

Jul 2026 – Aug 2026

Expert reviewer of grant proposals in the 9th PFRON competition “*Social and Technological Innovations in the Process of Professional Activation of Persons with Disabilities*”.

State of Warsaw AI Report — City of Warsaw & Digital Poland Foundation

Jun 2024 – Sep 2024

Invited contributor as a representative of the world of science and experienced business practitioners. The full report is available in Polish and English on the official website of the Mayor of Warsaw.

Future SOC Lab — Hasso-Plattner-Institut, Potsdam, Germany

Apr 2021 – Jun 2023

Collaboration with prof. Andreas Polze and his team on in-memory computing, cloud computing and non-CPU (GPU, FPGA) computing. Received a computational grant for LSM simulations; responsible for the 1.5-year research project “*Exploring Spiking Neural Networks for Real-Time Information Processing*” (Project 125).

CRASH — Centre for Social Change and Human Mobility — Kozminski

Oct 2021 – Jun 2022

University, Warsaw

Collaboration with prof. Izabela Grabowska and her team on the BigMig project. National Science Centre Scholarship in “*BigMig: Digital and non-digital traces of migrants in Big and Small Data approaches to human capacities*” (OPUS-19, No. 2020/37/B/HS6/02342-1/947/2021); research completed June 2022.

Eye Tracking Research Center — SWPS University, Warsaw

Dec 2018 – Jun 2021

Collaboration with prof. Izabela Krejtz and dr Krzysztof Krejtz on psychology, eye-tracking and human-computer interaction. Participated in the VXSlate project funded by MediaFutures partners and the Research Council of Norway (grant 309339) and the WASP-HS programme of the Marianne and Marcus Wallenberg Foundation.

Mobility Research Centre — SWPS University, Warsaw

Oct 2020 – Jun 2021

Collaboration with dr Olga Czeranowska and her team; researcher in the (IT)mobility project (Regionalna Inicjatywa Doskonałości, 012/RID/2018/19); research completed mid-2021.

Workshop on Personalization and Recommender Systems (PeRS), founded in 2022 as part of the FedCSIS multiconference; in 2023 PeRS joined ADBIS to extend the state of the art in user modelling and recommender systems.

Peer Reviewer

- ACM Multimedia, the 34th ACM International Conference on Multimedia and the premier conference in the multimedia field — 2026
- *Scientific Reports* (Nature Portfolio), ISSN 2045-2322 — 2025
- *Advances in IT and Electrical Engineering*, ISSN 3071-9011, Rzeszów University of Technology — 2025
- *International Journal of Marketing, Communication and New Media*, ISSN 2182-9306, ISVOUGA, Portugal — 2025
- *Neurocomputing*, ISSN 0925-2312 — 2022
- ISAIC 2021, 2nd International Symposium on Automation, Information and Computing, Jiaotong University, Beijing — 2021
- *Yearbook of the Poznań Linguistic Meeting*, ISSN 2449-7525 — 2021

// PUBLICATIONS

1. **Chlasta, K.** (2025). The dual-use dilemma of generative artificial intelligence in cybersecurity: Navigating the explosive growth in offensive and defensive applications. *Security and Defence Quarterly*, 52(4), ISSN 2300-8741.
2. **Chlasta, K.**, Struzik, P., & Wójcik, G. M. (2025). Enhancing dementia and cognitive decline detection with large language models and speech representation learning. *Frontiers in Neuroinformatics*, 19, 1679664, ISSN 1662-5196.
3. **Chlasta, K.** (2025). Sztuczna inteligencja w cyberbezpieczeństwie – wyzwania i możliwości. In: *Wielowymiarowość środowiska bezpieczeństwa, część druga* (eds. D. Brądkiewicz et al.), ch. 3, pp. 49–71. Publishing House of John Paul II University in Białą Podlaską, ISBN 978-83-68103-20-5 (in Polish, e-book).
4. **Chlasta, K.**, & Mańko, J. (2025). Eksploracja metod uczenia maszynowego do weryfikacji adresów dla usprawnienia procesu zarządzania danymi organizacji. In: *Sztuczna inteligencja i automatyzacja procesów biznesowych* (eds. M. Pańkowska, A. Sołtysik-Piorunkiewicz), ch. 4, pp. 75–84. Katowice University of Economics Publishing House, ISBN 978-83-227-9530-9 (in Polish, e-book).
5. **Chlasta, K.**, Wisiecka, K., Krejtz, K., & Krejtz, I. (2024). AI-based screening for depression and social anxiety through eye tracking: An exploratory study. *International Journal of Marketing, Communication and New Media*, Special Issue 15, ISSN 2182-9306.
6. **Chlasta, K.**, Sochaczewski, P., Wójcik, G. M., & Krejtz, I. (2023). Neural Simulation Pipeline: Enabling container-based simulations on-premise and in public clouds. *Frontiers in Neuroinformatics*, 17, 9, ISSN 1662-5196 (140 pts, Polish Ministry of Science; IF 3.739, CiteScore 8.1).
7. Czeranowska, O., **Chlasta, K.**, Miłkowski, P., Grabowska, I., Kocoń, J., Hwaszcz, K., Wieczorek, J., & Jastrzębowska-Tyczkowska, A. (2023). Migrants vs. stayers in the pandemic — a sentiment analysis of Twitter content. *Telematics and Informatics Reports*, 10, 100059.
8. **Chlasta, K.**, Sochaczewski, P., & Wójcik, G. M. (2022). Designing Neural Simulation Pipeline for Liquid State Machines. *Technical Report, HPI Future SOC Lab: Proceedings 2022*. Universitätsverlag Potsdam.
9. **Chlasta, K.**, Sochaczewski, P., Grabowska, I., & Jastrzębowska, A. (2022). MyMigrationBot: A cloud-based Facebook social chatbot for migrant populations. *FedCSIS 2022, Annals of Computer Science and Information Systems*, ISSN 2300-5963.
10. **Chlasta, K.**, & Wójcik, G. M. (2022). Exploring neural columns for real-time information processing. *Technical Report, HPI Future SOC Lab: Proceedings 2022*. Universitätsverlag Potsdam.
11. **Chlasta, K.**, & Wójcik, G. M. (2021). Exploring spiking neural networks for real-time information processing. *Technical Report, HPI Future SOC Lab: Proceedings 2021*. Universitätsverlag Potsdam.

12. **Chlasta, K., & Wójcik, G. M.** (2021). Liquid State Machines for real-time neural simulations. In: *Selected Topics in Applied Computer Science* (ed. J. Bylina). Maria Curie-Skłodowska University Press, ISBN 978-83-227-9530-9 (100 pts, Polish Ministry of Science, e-book).
13. Wołk, A., **Chlasta, K.**, & Holas, P. (2021). Hybrid approach to detecting symptoms of depression in social media entries. *PACIS 2021 Proceedings*, 192. [arXiv:2106.10485](https://arxiv.org/abs/2106.10485)
14. **Chlasta, K.**, Holas, P., & Wołk, K. (2021). Computer-based detection of depression and dementia in spontaneous speech. *European Psychiatry*, 64(S1), S349 (extended abstract). [doi:10.1192/j.eurpsy.2021.936](https://doi.org/10.1192/j.eurpsy.2021.936)
15. Le, D., Tran, T., **Chlasta, K.**, Krejtz, K., Fjeld, M., & Kunz, A. (2021). VXSlate: Exploring combined head movement and mobile touch for large virtual display interaction. *ACM Designing Interactive Systems 2021*. [doi:10.1145/3461778.3462076](https://doi.org/10.1145/3461778.3462076)
16. Le, D., Tran, T., **Chlasta, K.**, Krejtz, K., Fjeld, M., & Kunz, A. (2021). VXSlate: Combining head movement and mobile touch for large virtual display interaction. *IEEE VR 2021*, ISBN 978-0-7381-1367-8 (extended abstract). [doi:10.1109/VRW52623.2021.00146](https://doi.org/10.1109/VRW52623.2021.00146)
17. **Chlasta, K.**, & Wołk, K. (2020). Towards computer-based automated screening of dementia through spontaneous speech. *Frontiers in Psychology — Human Media Interaction*, 11, 4091. [doi:10.3389/fpsyg.2020.623237](https://doi.org/10.3389/fpsyg.2020.623237)
18. **Chlasta, K.**, Wołk, K., & Krejtz, I. (2019). Automated speech-based screening of depression using deep convolutional neural networks. *Procedia Computer Science*, 164, 618–628, ISSN 1877-0509. [doi:10.1016/j.procs.2019.12.228](https://doi.org/10.1016/j.procs.2019.12.228)

// CONFERENCE PRESENTATIONS

- **International Conference on New and Emerging Technologies in Defence Education, Training and Governance**, War Studies University, Warsaw (20–21 May 2026) — “Automated Ownership Attribution of Cybersecurity Assets Using FQDN-Based Machine Learning Models”.
- **AI Frontiers in Cybersecurity and Infrastructure Protection**, War Studies University, Warsaw (22 May 2025) — “Generative AI in Cybersecurity: Emerging Threats, Defensive Strategies, and Standards”.
- **The Hack Summit 2024**, National Stadium, Warsaw (17–18 Oct 2024) — “Building Intelligent Cybersecurity Asset Management Framework with Machine Learning”, Strategy, Governance, Risk & Compliance track.
- **4th Business Process Management Symposium**, University of Economics in Katowice (19 Apr 2024) — “Machine Learning-based Address Validation for Improved Organizational Data Management”.
- **2nd International Scientific Conference on Contemporary Security Challenges and Threats — Cybersecurity of New Technologies**, Chełm, Poland (12 Apr 2024); co-organised by PANS Chełm, War Studies University, Air Force Military Academy in Dęblin, and partner universities in Poland and Ukraine — “Overview of Generative Artificial Intelligence Methods in Cybersecurity”.
- **2nd Marketing & Business Perspectives Summit**, IPAM Lisboa (4 Mar 2024) — “Fostering Eye-Tracking and AI as a Tool for Well-being”.
- **Data Science Summit 2023**, National Stadium, Warsaw (23–24 Nov 2023) — “Building an Intelligent Address Validator with Machine Learning”, Applied Machine Learning track.
- **26th HPI Future SOC Lab Day**, University of Potsdam (11 Jul 2023) — “Neural Simulation Pipeline for Liquid State Machines”.
- **25th HPI Future SOC Lab Day**, University of Potsdam (22 Nov 2022) — “Designing Neural Simulation Pipeline for Liquid State Machines”.
- **FedCSIS 2022 — 17th Conference on Computer Science and Intelligence Systems**, Sofia, Bulgaria (4–7 Sep 2022) — “MyMigrationBot: A Cloud-based Facebook Social Chatbot for Migrant Populations”, 1st Workshop on Personalization and Recommender Systems (PeRS'22).
- **International Conference on Telemedicine & eHealth 2022**, Warsaw (1 Sep 2022) — “Designing Neural Simulations Cluster”.
- **19th IMISCOE Annual Conference**, Oslo, Norway (29 Jun – 1 Jul 2022) — with I. Grabowska, A. Jastrzębowska, D. Winogrodzka and I. Kyliushyk: “Mixed-Method in Migration Studies: From Big Data to Small Data”, Workshop on Methodological Approaches and Tools in Migration Research.

- **Workshop on Digitization of Migration Research Methods: Promises and Pitfalls**, Centre of Migration Research, University of Warsaw (30 May 2022) — with the CRASH team (Kozminski University): *"Mixed-Method in Migration Studies: From Big Data to Small Data"*.
- **ICT & Psychology Conference**, PJAiT, Warsaw (25–27 May 2022) — *"Liquid State Machines as Fundamental Information Processing Units"*.
- **24th HPI Future SOC Lab Day**, University of Potsdam (26 Apr 2022) — poster: *"Exploring Neural Columns for Real-Time Information Processing"*.
- **Seminar of the Department of Clinical Neuropsychology and Psychotherapy**, Faculty of Psychology, University of Warsaw (21 Dec 2021) — invited guest speaker, with P. Holas and S. Szumiat: *"e-Mindfulness, Psychotherapy and Technology Lab (e-MPAT LAB) — the Scope of Projects"*.
- **23rd HPI Future SOC Lab Day**, University of Potsdam (23 Nov 2021) — *"Exploring Spiking Neural Networks for Real-Time Information Processing"*.
- **International Conference on Telemedicine & eHealth**, Warsaw (18 Sep 2021) — *"Liquid State Machine for Neuronal Computations on High Performance Computing Systems"*. **Best presentation award — 1st place.**
- **CLARIN-PL-Biz — Language Technologies for Science & Business II**, Wrocław University of Technology (24–25 Jun 2021) — with O. Czeranowska and J. Kocoń (in Polish): *"Migranci i pandemia na Twitterze — analiza wydźwięku"*.
- **International Conference on Cybernetic Modelling of Biological Systems (MCSB 2021)**, Jagiellonian University & AGH, Cracow (28–30 May 2021) — *"Liquid State Machines in Parallel Simulations of Mammalian Visual System on Raspberry Pi"*.
- **29th European Congress of Psychiatry, EPA Virtual 2021** (10–13 Apr 2021) — with P. Holas and K. Wołk: *"Computer-based Detection of Depression and Dementia in Spontaneous Speech"*.
- **Data Science Summit 2020**, Warsaw (16 Oct 2020) — with P. Holas: *"Detecting Depression and Dementia in Speech with Machine Learning"*.
- **International Conference on Telemedicine & eHealth**, Warsaw (18 Sep 2020) — *"Automation of Depression Screening by Applying Machine Learning to Gaze Pattern Analysis"*. **Best presentation award.**
- **International Conference on Telemedicine & eHealth**, Warsaw (22–23 Nov 2019) — *"Application of Machine Learning Algorithms to Automate Depression Screening"*.
- **HCist 2019 — International Conference on Health and Social Care Information Systems and Technologies**, Sousse, Tunisia (16–18 Oct 2019) — *"Automated Speech-based Screening of Depression Using Deep Convolutional Neural Networks"*.
- **dbConf**, Hucisko-Zawiercie, Poland (28 Oct 2015) — co-organizer and speaker, with A. Sobkowicz: *"Sentiment Analysis — Our Approach and Use Cases"*.
- **dbConf**, Szczyrk, Poland (25 Oct 2014) — *"High-performance Business Intelligence Solution Based on IBM Cognos and ParAccel Analytic Database"*.
- **International Conference for Young Researchers**, University of Economics, Kishinev, Moldova (21–22 Apr 2005) — *"Wireless Internet Adoption in Poland in 2005"* and *"Advantages and Disadvantages of Software Patents"*.

// KEY SKILLS & AWARDS

- 30+ professional certificates across security, cloud, AI and data (see Professional Certifications); hands-on experience across Data, AI and Cybersecurity.
- Strong technical acumen with the ability to share knowledge; extensive university teaching and training experience, with a teaching qualification from University College Dublin.
- Well organised, analytical, communicative; languages: Polish, English, French.
- 2022, 2024, 2025 & 2026 — Rector's Special Award for Research Activities, Kozminski University.
- 2021 — Award for the Best PhD Student, Polish-Japanese Academy of Information Technology.
- 2017 — Aviva Global CIO Award, Global Winner in the Outstanding Leadership category.
- 2005 — Outstanding Academic Achievement Award for Students, Polish Minister of Higher Education.

// PROFESSIONAL CERTIFICATIONS

Security & Compliance

- ISO/IEC 27001:2022 Lead Implementer — BSI (2026)
- Proofpoint Certified Specialist: AI Data Security (2026), AI Email Security (2025), Email Authentication (2025)
- Microsoft Certified: Security, Compliance, and Identity Fundamentals (2025)
- Mimecast Certified: Cybergraph & Web Security (2024)
- Cybersecurity Basics Exam — Hasso Plattner Institute, 2 ECTS (2021)

Cloud & AI

- AWS Certified Cloud Practitioner (2024)
- Salesforce Certified AI Associate (2023)
- Huawei Certified Academy Instructor — AI & Cybersecurity (2022); Huawei HCIA — Artificial Intelligence (2021)
- Dataiku Machine Learning Practitioner & Core Designer (2024)
- Certified Microsoft Innovative Educator (2021)

Data & Business Intelligence

- SAP Certified Application Associate — BusinessObjects Enterprise XI 3.x (2013)
- IBM Certified Solution Expert — Cognos BI (2011)
- IBM Certified Database Administrator — DB2 9 for Linux, UNIX and Windows (2010)
- MicroStrategy Certified Engineer (2010) & Certified Developer (2009)
- EMC Captiva Accredited — InputAccel Developer, FormWare Developer, System Administrator (2008–2009)

Project Management & Methods

- Agile Project Management Foundation — APMG International (2015)
- Certificate of LEAN Competency, LSC Level 1A — Cardiff University (2014)
- PRINCE2 Foundation — APMG International (2013)

University Continuing Education

- AI and Society — University of Cambridge, Professional and Continuing Education (2023)
- Statistical Learning — Stanford Online (2023)
- Défis et enjeux de la cybersécurité — University of South Brittany (2023)
- Cours de stratégie de l'École de Guerre, parts I & II — École Pratique des Hautes Études (2018–2019)
- Understanding Quantum Computers — Keio University (2018)
- Intrapreneurship — Krakow University of Economics, 2 ECTS (2018)
- In-Memory Data Management (2017) and Mainframe in Modern Enterprise Computing (2019) — Hasso Plattner Institute, 2 ECTS each
- Pogromcy Danych: data processing, visualisation and modelling in R — ICM, University of Warsaw (2015)

// PROFESSIONAL ORGANIZATIONS

- Polish Information Processing Society — Member (2021–present)
- IEEE Computer Society — Member (2020–2024)
- British Computer Society, Chartered Institute for IT — Professional Member MBCS (2018–2024)
- Association for Computing Machinery — Member (2019–2024)

// PROFESSIONAL EXPERIENCE

Head of Data Governance and Compliance — Wyden AG (remote)

Mar 2026 – present

Wyden is the global leader in institutional digital asset trading technology: its platform covers the entire trade lifecycle with seamless custody, core banking and portfolio management system integration. Strengthening the information security management framework, overseeing certification programmes (ISO, ISAE, GDPR), driving policy governance and managing internal compliance processes as the digital asset technology business scales.

Head of Security Advisory — Sportradar AG, Warsaw

May 2024 – Feb 2026

Sportradar Group AG (NASDAQ: SRAD) is a leading global sports technology company. Monitoring cybersecurity risks, conducting security assessments, supervising regulatory and client audits, leading security-enhancement projects, advising on secure product development and participating in global Engineering Unit projects on behalf of the Information Security Unit. Overseeing Technical and Organizational Measures and the global Policy Exceptions process. Managing teams across Warsaw, Vienna, Bratislava and London.

Head of Technicus Poland & CISO — Technicus Ltd, Warsaw / London

Jul 2022 – Apr 2024

Technicus Ltd is a specialist data management and analytics consultancy headquartered in London. Opened and managed the Polish branch, building a development and support hub that grew to 15 people by January 2024, delivering data solutions on the Salesforce platform. Overall responsibility for cybersecurity for the UK and Polish entities: cybersecurity governance and data protection policies, risk assessments, audits; implemented Cyber Essentials, Cyber Essentials Plus and IASME Cyber Assurance. Managed an in-house project portfolio (custom data migration framework, address validation tool) and vendor rollouts (Azure data infrastructure, LastPass, Mimecast awareness training, O365 data leakage protection, social engineering testing).

Senior IT Manager — Aviva plc, Warsaw

Oct 2016 – Jun 2022

- **IT Security Manager, Group Platforms** (Jul 2021 – Jun 2022): platforms security, vulnerability management, penetration testing, and governance, risk & compliance for all of Aviva's Group Platforms; built an effective team based in Bristol, Bangalore and Warsaw.
- **Systems Development & Vulnerability Manager, Corporate Functions** (Mar 2019 – Jun 2021): re-shaped the Technical Vulnerability Management process across all Corporate Functions systems, closing a 7-year-running global audit issue. Grew the Financial Reporting Systems Development team into four pillars: Change & Vulnerability Management, Infrastructure Development (AWS, Jenkins, Puppet, Terraform), Application Development (SAP FC, DM, FIM, BI, Oracle FCCS) and Test Automation. Oversight of security and data privacy projects (e.g. Tenable Nessus and Lumin adoption).
- **Manager, Financial Reporting Systems Development** (Oct 2016 – Jun 2021): led development and testing of Aviva's IFRS and Solvency II financial reporting systems (SAP BFC, DM, FIM, BO BI) with a team of up to 8 across Norwich, London and Warsaw; operations manager for the Warsaw Corporate Functions IT department of up to 34 FTEs.

Development Manager — Brown Brothers Harriman & Co., Krakow

Jan 2015 – Sep 2016

Global head of the BI development function (Digital Client Experience Systems): up to 18 employees and consultants across Boston, Luxembourg, Kraków and Gurgaon. Responsible for schedule and delivery of 20+ BI reporting projects globally and resolution of escalated production issues on the Cognos platform. Rolled out enterprise SDLC processes and tools; delivered self-service BI with Cognos Workspace Advanced; achieved the highest 'Exceeds Expectations' rating after the first year.

Senior Analyst, Team Leader, Manager (VP) — Royal Bank of Scotland NV,
Warsaw / Amsterdam

Feb 2011 – Dec 2014

Oversaw the BI Development practice for RBS Corporate & Institutional Banking (6 direct reports) and delivery of small-to-mid-size data projects; deputized the head of BI & Decision Support in managing a department of up to 68 FTEs. Earlier built a team of 6 BI developers supporting 10+ finance business analysts and data scientists on critical reporting systems (Cognos 10, SQL Server, ParAccel, BusinessObjects, Oracle, OBIEE). Designed and supervised production of financial and business reporting for Group Finance and the investment banking division; delivered platform upgrades, a report migration project and LEAN implementation.

Business Intelligence Consultant, Architect — MicroStrategy / Tesco Bank
plc, Edinburgh / Glasgow

Nov 2009 – Jan 2011

As MicroStrategy On-Site Lead, deployed the MicroStrategy 9 enterprise BI platform for Tesco Bank's General Insurance department. Coordinated architecture and development (2–3 junior consultants on-site), liaised with the client's analysts, architects and managers through go-live; supported requirements gathering, report design, development, testing and optimization; analysed the ODS data model (Oracle 11g), performed platform administration and maintained project documentation.

Jr System Administrator, IT Application Support Specialist — IBM
Corporation, Krakow

Jul 2007 – Oct 2009

Built reports and dashboards (Brio/Hyperion, Cognos) for the Global Cost Management Tools Team; delivered 1st and 2nd-level IT support for scanning, OCR, eWorkflow and SAP R/3 FICO applications. Designed and implemented a single reporting platform with IBM Cognos 8 BI and IBM InfoSphere, deployed as the sole reporting tool for Unilever North America (go-live June 2009); migrated Unilever EMEA reports and supported the solution post-go-live.

Software Developer (Apprentice) — Hewlett-Packard Company, Warsaw

Aug 2006 – Nov 2006

ETL Team / Data Warehouse Tower: data flow analysis for the Missed Cases CEEMEA DWH project for Procter & Gamble (Oracle 9, PL/SQL); developed a Data Access Layer supporting the issuing of driver licenses and vehicle registration documents in Poland for PWPW (.NET C#, Transact-SQL).

// INTERESTS & SPORTS

Interests: Computer Science, AI, Cybersecurity, Data Science, Linux, Cognitive Sciences, Photography, Globetrotting.

Running: 14 marathon and ultra finishes since 2018, including Warsaw, Tel-Aviv, Belfast (4:00:33), Amsterdam, Mexico City, Dębno (3:57:59), Greater Bruges (3:57:46), Rome 2025 (3:57:14, personal best) and the Triada Ultra 50 km hill run; also skiing.