George Agapov

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Andorra ▪ Remote, EU & US hours

FRACTIONAL CTO | TECHNICAL ARCHITECT | ENGINEERING LEADER

Engineering leader with 16 years in software, focused on architecture, delivery, governance and performance engineering. Designs protocols and distributed systems from first principles, with deep experience in blockchain and fintech. Builds and grows engineering teams, and takes complex systems to production: Mina's 2026 protocol release and Cardano's mainnet launch.

CORE COMPETENCIES

Technical leadership: Architecture & Technical Strategy ▪ Building Engineering Teams (0 → 25) ▪ Informed Technical Decisions ▪ Team Structure & Delivery Process ▪ Product Roadmap ▪ Investor & Partner Technical Discussions

Delivery & reliability: Governance ▪ Testing Methodology ▪ Security ▪ Performance Engineering ▪ Reliability ▪ Quantitative Analysis

Domains & technologies: Distributed Systems ▪ Networking Protocols ▪ Small Language Models ▪ Agentic Programming ▪ Formal Verification ▪ Cryptography ▪ Payments ▪ Go, Kotlin, Rust, Haskell, OCaml, Java, TypeScript, C, Lean 4 ▪ Linux, Nix, Kubernetes

PROFESSIONAL EXPERIENCE & ACHIEVEMENTS

Yak | 2025–present

Founder · my own product studio, run alongside client work *2025–present*

- *Diane* (diane.es): on-premise, high-quality multilingual dictation, powered by a single 24 GB GPU server; an experimental customer-support bot runs on Qwen 4B.
- *Ledger* (yak.finance/ledger): financial records that stay correct and private despite insider access, in development; its BFT consensus, Molt Petit, has a machine-checked safety proof in Lean 4.
- *Bosc* (bosc.live): a mixed-reality video game that brings a child's drawing to life on screen.
- *Lodge* (yak.ad/lodge): run AI agents on your own server with first-class isolation and no VMs, manage via Telegram.

o1Labs / Mina Protocol | 2021–2026

Technical Architect *2025–2026*

- Led all protocol engineering for the Mina blockchain from summer 2025, from technical design to release gating, through its third major release in September 2026, including a novel upgrade mechanism.
- Drove new-product exploration around the protocol.

Team Lead *2024–2025*

- Led a team of four engineers on performance work: 6× transaction throughput and 2× speed, shipped in the 2026 release.

Senior Software Engineer *2021–2024*

- Audited and redesigned the peer-to-peer networking stack, solo, moving it to a new architecture modelled with a data-driven approach.
- Took over release testing in 2023 for a major release failing its quality gates; rebuilt the methodology and, with four engineers, scaled it from a network that crashed at two nodes to stable runs of 200–1,000 nodes. Delivered the release in June 2024.
- Automated the release-test methodology into the everyday engineering workflow.

Serokell | 2016–2021

Software engineering firm; worked on Cardano and StakerDAO through Serokell.

Chief Architect & Client Lead, StakerDAO *Oct 2019–Jun 2021*

- Led a team of four through three projects for StakerDAO: project plans and schedules, architecture, Haskell development, and the client CEO's direct counterpart.
- Designed and delivered StakerBridge, launched March 2021: trustless token swaps across Algorand, Ethereum and Tezos, on a custom DoS-resilient version of the common token-swap protocol.

Technical Lead, blockchain projects *Mar 2018–May 2019*

- Led development of several blockchain projects in Haskell and OCaml.

Protocol Team Lead, Cardano *Oct 2016–Feb 2018*

- Led the core team behind Cardano SL (ledger, consensus, networking) to mainnet launch within a year, growing it from five engineers to 25 alongside IOHK's teams.
- Key technical owner at launch and for the first releases; worked directly with IOHK's CEO, technical leadership and product managers.

ITMO University | 2019–2021

Part-time Lecturer *Feb 2019–Jun 2021*

- Taught functional programming: a Haskell course from the basics to advanced techniques and their practical application.

Pont.ee | 2019–2020

Co-founder & Project Manager *Jun 2019–Jul 2020*

- Turned an internal prototype into a commercial B2B SaaS in about nine months, leading product planning through the July 2020 launch; a client still runs it largely unchanged.

Devexperts / ThinkMarkets | 2014–2016

Software Developer *Jul 2014–Sep 2016*

- Owned the deposit and withdrawal system of a UK forex broker's back office: the money path, where an outage stops revenue and shakes clients' trust.
- Co-executed a major re-architecture, moving the product from vanilla Java to Spring, so new features could be built quickly.

Podfm.ru | 2013

Lead Software Developer *Feb 2013–Dec 2013*

- Full-stack engineer for the entire podcast portal (10,000+ daily downloads), starting alone and helping the team grow to three engineers.
- Stitched listener-targeted ads into MP3 downloads on the fly, without noticeable delay; designed the queueing and caching algorithm behind it.

Freelance | 2010–2013

Software Engineer *2010–2013*

- Full-stack engineer for e-commerce clients: built tailored solutions on CMS engines and PHP frameworks, maintained clients' existing deployments, and delivered changes that adapted their solutions to drive sales.
- Data scraping and analytics on data sourced from the internet, helping clients understand their market, expand their offerings and keep their pricing competitive.

EDUCATION

MSc, Applied Mathematics and Informatics, ITMO University 2016–2018

Thesis: *Mathematical model of a proof-of-stake cryptocurrency*, formalising delegation and stake-based update voting in a generic way. Coursework in algorithms, coding theory, genetic algorithms, bioinformatics and project management.

BSc, Applied Mathematics and Informatics, ITMO University 2012–2016

Computer Technology department. Thesis: *Alignment of the YARN and PWN thesauri*, aligning Russian and English synonym sets with crowdsourcing. Formal logic, compiler design, computational geometry, distributed computing, machine learning; over 30 projects.

CERTIFICATIONS

Oracle Certified Professional, Java SE 7 Programmer

LANGUAGES

English, Russian, Spanish; basic German and Catalan