

Bartłomiej Bargiel

Engineering Director · Head of Engineering · AI-Native

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Summary

Engineering leader with 10+ years taking systems from concept to production, the last seven in regulated, high-stakes environments: fintech (AML/KYC), banking, and industrial computer vision. I lead cross-functional teams of 20+, install predictable delivery, and take AI the last, hardest mile into production: monitored, documented, audit-ready. I do not write production code day to day; I set the system, lead the people, and use AI with judgment where it helps. I report status honestly: a red project is flagged early, with its cause and its cost.

I use AI coding assistants, large language models, and process automation in my delivery work with judgment and the same governance as any other tool, to shorten cycle times.

Experience

bargiel.AI — Founder & Managing Director

01/2026–Present · Kraków / Remote

- Interim and advisory engineering leadership for DACH and Polish technology companies: interim Engineering Director engagements, Agile AI transformation, vendor and AI due diligence.
- Own positioning, B2B sales, scoping, and delivery end to end for regulated and industrial clients.

CRIF — IT Service Manager, KYC More (01/2022–07/2026); Engineering Lead, Greenfield R&D (10/2019–12/2021)

Kraków

- Led R&D and greenfield architecture for a regulated AML/KYC platform from concept to production; cut client onboarding time by 80% and KYC operational cost by 70%.
- Own the application security cycle (Checkmarx, NeuVector, Trivy) and code-quality gates (SonarQube, CAST); manage OLA, availability, the annual IT budget, and audit readiness to banking standards.
- Within a fraud-prevention scrum team, delivered end-to-end backend optimization to sub-second (<1s) screening, on time; high-volume batch API on Spring Boot.

Codya — Head of AI & ML / Industrial Automation (12/2024–12/2025); Founding Board Member (06/2019–12/2025)

Kraków

- Set AI strategy for Industry 4.0 and computer vision; oversaw the ML team and the path from proof of concept to production (oversight, not own implementation).
- As board member: P&L, B2B commercial strategy for the DACH Upper-Mittelstand, and contract negotiation including legal; zero team rotation through performance management.
- With the team, delivered a multi-tenant Voice AI SaaS platform (Lekta) to a production MVP in 4 months; cut operational cost by 40%.

Basler AG — Project Development Manager / Delivery Lead, pylon.AI

07/2022–03/2025 · Kraków

- Took an MLOps platform for industrial machine vision from concept to production in 6 months; assembled and led a cross-functional team in under 30 days.
- Owned the web-application layer (around 20 screens) where teams manage and deploy vision models; Azure (Docker, Kubernetes), Quality Gates, automated CI/CD, SAST and image scanning.

- Aligned architecture between vendor and client and ran delivery against strategic milestones.

Ericsson — Scrum Master / Software Developer

01/2017–02/2019 · Kraków

- Ran Agile delivery in a large telco and enterprise environment; facilitated cross-team coordination and engineering practice.

Earlier — Software engineering roles

2014–2017

Education

- MBA for the IT industry — Polish-Japanese Academy of Information Technology (PJATK) · 09/2025–08/2026 (in progress)
- BEng, Applied Computer Science — Cracow University of Technology (Politechnika Krakowska) · 2011–2015

Certifications

- Professional Scrum Master I (PSM I) — Scrum.org · 12/2018

Skills

Leadership & operating model: engineering organization leadership, operating model and team design, hiring and performance management, P&L and IT budget, C-level and stakeholder management

Delivery & AI: predictable delivery (velocity, burn-rate), Agile adapted to R&D and AI uncertainty, MLOps and the path to production, Quality Gates and architectural oversight

Domains & compliance: fintech / banking (AML/KYC), Industry 4.0 and computer vision, EU AI Act and audit readiness, cloud (Azure) / Kubernetes / CI/CD read as architect and manager

Languages

English (fluent, used daily in an international environment) · Polish (native)

I consent to the processing of my personal data for the purposes of the recruitment process, in accordance with the Personal Data Protection Act of 10 May 2018 (Journal of Laws 2018, item 1000) and Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (GDPR). I also consent to the processing of my personal data for the purposes of future recruitment processes.