



Karol Danko.

Engineering leader who builds products and the teams behind them.

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→ The always-accurate (and more fun) version of this CV lives at cv.karoldanko.com

22

years in technology

40

engineers in the team I grew from one

34

startups built at OAK'S LAB

\$1.5B

combined valuation of those startups

80M

users scaled to at Livesport

With nearly 22 years in technology, I've worked both hands-on and in leadership roles, building teams and coaching managers. Working across startups and public companies has taught me to adapt quickly to different business environments. I focus on what drives the most impact, whether that's working closely with people, getting into the code, or breaking down silos between internal and external stakeholders.

EXPERIENCE

Oct 2025 – Present

Sollit Tech & product lead - Marketplace sollit.com

After the acquisition, I continue to lead the marketplace product and team, focusing on user experience and expansion into the Dutch market.

Team led 5 · Company 100 · 50% leading / 50% hands-on · scaleup

SaaS · Marketplace · Product Development · User Experience · Market Expansion

ASK ME ABOUT How we re-architected our product development process for the AI age · How we shifted from code quality to product quality

Jan 2025 – Oct 2025

zolar Technical team lead - Marketplace zolar.de

Following the company's pivot to SaaS, I built a lead marketplace product from scratch in stealth mode and later onboarded the rest of the team to scale it further.

Team led 5 · Company 50 · 30% leading / 70% hands-on · scaleup

SaaS · Marketplace · Product Development · Stealth Mode · Team Onboarding

ASK ME ABOUT How we use AI to detect fake users · How we built a full product in 4 months with a single Trello board

Jan 2024 – Jan 2025

zolar Tech Lead zolar.de

Split my time evenly between coding and leading a team of six engineers. Broke down silos, introduced development plans and modernized the legacy codebase. Increased deployment frequency from twice a week to twice a day and cut lead time for changes from 20 days to 2.

Team led 6 · Company 200 · 50% leading / 50% hands-on · scaleup

Team Leadership · AWS · Process Improvement · Legacy Systems · Deployment Optimization · Development Plans

ASK ME ABOUT How we improved deployment frequency

Nov 2023 – May 2024

Allspring Strategy Consultant & Implementer tryallspring.com

Allspring is an AI-skills tool that tells you or your team where you stand and what to do next. Initially consulting, I later developed an MVP leveraging OpenAI APIs to bring the concept to life.

Team led 0 · Company 2 · 50% leading / 50% hands-on · startup

AI · OpenAI API · MVP Development

ASK ME ABOUT How we combined AI with predefined paths in a multi-stage approach to get the best results

Mar 2023 — Jan 2024

SIGNA Sports United Engineering Manager tennis-point.de

SIGNA Sports United was a global sports e-commerce group with 80 online shops serving over 6.7 million customers. At Tennis-Point, I led 20+ engineers and engineering leads, set up communication channels, defined technology strategy and oversaw development.

Team led 20 · Company 2k · 75% leading / 25% hands-on · enterprise

E-commerce · Team Management · Communication · Technology Strategy · Azure

[ASK](#) [ME](#) [ABOUT](#) How we failed to break down silos

Mar 2022 — Mar 2023

Sabbatical

Taking a break from work to focus on my family.

Feb 2018 — Mar 2022

OAK'S LAB CTO oakslab.com

OAK'S LAB is a startup studio building products for early-stage founders. Built 34 startups with a combined valuation of \$1.5B, grew the team from 1 to 40 across 5–7 teams, designed all core processes and served as interim CTO for incoming startups.

Team led 1 → 40 · Company 5 → 70 · 100% leading / 0% hands-on · agency

CTO · Startups · Team Scaling · Process Design · GCP

[ASK](#) [ME](#) [ABOUT](#) Why we chose Google Cloud Platform as our go-to cloud provider · How we failed, then succeeded to set career levels · How we built 34 startups in 4 years

Oct 2009 — Jan 2018

Livesport, s.r.o. Team Lead for Internal APIs livesport.eu

Livesport is a global leader in real-time sports coverage. Led a team of 5–6 engineers building and maintaining critical APIs, created the onboarding program and internal developer tools, and shaped tech strategy in a VP-level group with the CTO. Helped scale from thousands to 80 million users.

Team led 0 → 5 · Company 10 → 200 · 50% leading / 50% hands-on · market leader

Node.js · PHP · MySQL · MongoDB · High-performance APIs · Team Leadership · DX · Internal Tooling · DevOps

[ASK](#) [ME](#) [ABOUT](#) How we deployed to 100+ on-premise servers with a custom deployment tool · How we used multi-layered caching to survive weekend traffic with live-data changing every few seconds · How we fought scraping bots with a custom solution

Nov 2009 — Jun 2013

Antistekace.sk — Co-founder & CTO. Specialized e-shop built as a custom-made solution.

Jan 2008 — Feb 2010

SEO Expert, s.r.o. — Web Developer. Creating e-commerce solutions in PHP. Interfacing directly with clients.

Jan 2006 — Jan 2008

Developtstudio, s.r.o. — Programmer. Creating e-commerce solutions in PHP. Interfacing directly with clients.

Sep 2005 — Sep 2006

Fragaria Ltd. — Junior PHP programmer. Junior PHP development role.

SPEAKING

2020 **HR Transformation in the Age of DeepMind**

DisruptHR Prague 2020 · EN

2019 **JavaScript - nejlepší jazyk pre váš startup**

JavaScript Startup Talk · SK

2018 **Scaling data scrapers**

Livesport Talks · SK

2017 **IoT Button**

Devel.cz 2017 · SK

2019 **Why JavaScript is the best language for your MVP**

WebExpo · EN

2018 **Scaling Node.js**

Livesport Talks · SK

2017 **IoT at home**

Linux Days 2017 · SK

2017 **IoT at home**

Pehapkari.cz · SK

COMMUNITY

Mar 2023 — Mar 2024

Eifel Web Development Group, organizer — Organized meetups for web developers and enthusiasts in the Eifel region.

- Sep 2019 – Sep 2021

NodeSchool Prague, organizer — Organized the first-ever NodeSchool Prague event, teaching Node.js.
- Aug 2019 – Aug 2021

ReactGirls Prague, mentor — Mentored women starting their React careers at hands-on workshops.

EDUCATION

- Master's, Software Engineering**
Czech Technical University in Prague · 2009–2013
- Bachelor's, Cybernetics and Measurement (Electrical engineering)**
Czech Technical University in Prague · 2004–2009

LANGUAGES

- English**Full professional
- Slovak**Native or bilingual
- German**Professional working
- Hungarian**Basic
- Swedish**Elementary

OFF THE CLOCK, ASK ME ABOUT How I manage my smart home with Home Assistant