

KACPER BĄK

Technical Product Lead & C# Architect

Ex-Founder • Strategy • Engineering

📍 Poznań (Remote)

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Professional Summary

Technical Lead and Architect with **10+ years of experience**, combining deep technical expertise (C#, Architecture, Performance) with a strategic founder mindset. Former **Co-Creator of Spokko (CD PROJEKT Group)**, where I helped scale the studio from 4 to 50+ people and shipped the global hit "*The Witcher: Monster Slayer*". Proven track record in modernizing legacy systems, leading R&D units, and building data-driven products. Currently expanding formal qualifications with a Master's in CS.

Professional Experience

May 2025 – Present Independent Senior Engineer & Consultant

Remote

Freelance Development & Infrastructure Projects

- **Full-Stack Engineering (.NET):** Designing and implementing a greenfield ASP.NET Core backoffice system for the hospitality sector (booking management, automation).
- **DevOps & Infrastructure:** Building self-hosted multi-node infrastructure using Docker, Terraform, and Ansible to support production deployments.
- *Concurrently pursuing M.Sc. in Computer Science (Weekend studies) while maintaining full professional availability.*

Jan 2023 – Jun 2025 Tactile Games

Copenhagen / Remote

Technical Team Lead | Lead Client Engineer

- **Leadership:** Managed the Client Engineering team responsible for technical maintenance and stability of **11 live titles** (including hits like *Penny & Flo*).
- **Legacy Modernization:** Led refactoring of mature C# codebases, reducing technical debt and improving crash-free rates across the portfolio.
- **Automation:** Developed custom Unity Editor tools and optimized build configurations to streamline QA/Design workflows.

Warsaw

Spokko (CD PROJEKT GROUP)

Joint venture funded by CDPR. Evolved from initial 4 founders to a 50+ person studio.

Apr 2022 – Jan 2023 R&D Lead & Product Owner (Unannounced Project)

- Selected by the Board to lead a cross-functional internal startup unit (**12+ specialists**) prototyping a new product in "The Witcher" universe.
- Operated as **Technical Director & Product Owner**, delivering a playable Vertical Slice to validate business goals.
- Managed roadmap prioritization, bridging the gap between Engineering, Design, and Art teams.

Nov 2020 – Apr 2022 Data Engineer & Product Analytics Lead

- Built the studio's BI infrastructure from scratch. Designed ETL pipelines to process massive user event streams for *The Witcher: Monster Slayer*.
- Integrated analytics SDKs and visualized data to drive LiveOps strategies and improve user retention.
- Collaborated with Game Designers to implement "Data-Driven Design" methodologies.

Aug 2018 – Nov 2020 Founding Member & Technical Lead

- **System Architecture:** Architected core client systems (C#, Unity) supporting AR mechanics and geolocation services.
- **Scaling:** As a core stakeholder, helped scale the engineering team from **3 to 12+ developers**.
- **Performance:** Managed strict memory and CPU budgets to ensure smooth performance on mobile devices.

Oct 2017 – Aug 2018 Stealth Mode Startup (Pre-Spokko)
Warsaw *Co-Creator & Lead Developer*

- Left corporate employment to co-found a 4-person team working on a high-risk AR prototype.
- Successfully pitched the MVP to **CD PROJEKT RED**, securing funding and incorporation of Spokko.

Aug 2015 – Oct 2017 Cloud Technologies S.A.
Warsaw *Software Developer (C# / Unity)*

- Developed mobile applications in a professional Agile environment (Scrum, Code Reviews, Git).

Skills & Technologies

- **Core Stack:** C#, .NET, Unity, SQL, Python (Basic)
- **Architecture:** OOP, Dependency Injection, Design Patterns, System Scalability
- **Leadership:** Engineering Management, Product Strategy, Agile/Scrum, Mentoring, Hiring
- **Data & DevOps:** ETL Pipelines, CI/CD Configuration, Git, Terraform, Docker
- **Languages:** English (C1/Professional), Polish (Native)

Education

2025 – 2027 (Exp.)	M.Sc. Computer Science (Extramural) , VIZJA University
2022 – 2025	B.A. Psychology , VIZJA University
2014 – 2019	Computer Science (coursework) , Warsaw University of Technology