

# Zbynek Strnad

Head of Technology • Software Architect • Technical Leader. I turn unclear requirements into clear plans, scalable systems, and measurable results - on time, on quality, and on budget.

Problem Solving   Software Architecture   Technical Leadership  
Delivery & Planning   Stakeholder Communication   Budget & Risk Management

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## Head of Technology / Architect 🚀

Strategy, architecture, delivery planning, stakeholder communication - with a pragmatic focus on outcomes.

Requirements   Architecture   Planning  
Leadership   Delivery

## Experience & leadership

15+ years in software architecture, technical leadership, and hands-on delivery. I bridge business and engineering to get the right solution shipped.

### Head of Technology - Landscape UK

May 2020 – Oct 2025

- Led end-to-end technology and delivery across multiple client engagements, from RFI/RFP and discovery through build, deployment, and post-launch support
- Shaped technical proposals and delivery plans that translated high-level business goals into realistic scope, timelines, and budgets, reducing delivery risk before projects started
- Built, hired, and scaled cross-functional delivery teams (UK + Europe), aligning skills, availability, and cost to project needs
- Owned technology strategy and architecture, selecting stacks based on delivery risk, maintainability, and long-term cost rather than trends
- Introduced a more agile, iterative delivery model into a previously project-heavy organisation:
  - broke large initiatives into smaller, trackable workstreams
  - introduced dependency management, delivery planning, and clearer feedback loops
  - improved delivery predictability and stakeholder visibility across longer projects
- Accountable for time, budget, and quality, managing multiple parallel teams and senior stakeholders
- Worked directly with clients to define, challenge, and refine requirements, uncovering gaps and edge cases early to avoid late-stage surprises
- Delivered large-scale digital platforms in financial education, pensions, and member-facing systems, including pensions dashboards
- Led projects with budgets in the hundreds of thousands of pounds, balancing commercial constraints with technical quality

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## Head of Technology / Architect



### Head of Web Development - Gaming Realms

Nov 2016 – Jul 2019

- Led the frontend engineering function for internally owned, revenue-generating platforms, with the company acting as the primary stakeholder
- Built and managed a frontend team, maintaining team stability while delivering continuously against a live product roadmap
- Acted as the integration point between product management, QA, frontend, and backend teams, ensuring requirements were accurately translated into working software
- Introduced more agile delivery practices, improving planning, dependency management, and release cadence
- Worked closely with backend/API teams to ensure clean integration, performance, and scalability
- Helped design and deliver a multi-brand architecture, enabling multiple brands to launch from a shared codebase across web and mobile
- Delivered platforms that generated hundreds of thousands of pounds in revenue, with a strong focus on reliability and long-term maintainability

### Lead Web Developer □ Technical Design Architect – Penkom / B2E Technologies

Sep 2013 – Jun 2016

- Joined Penkom to work internationally and gain experience within a larger organisation, initially focused on stabilising and improving existing systems
- Improved code quality and delivery reliability by addressing technical debt and introducing clearer development practices
- Progressed into Lead Web Developer and later Technical Design Architect following the merger with SBC Systems and formation of B2E Technologies
- Took ownership of solution and system design across web platforms operating in regulated domains:
  - auto-enrolment
  - workplace benefits
  - pensions administration
- Acted as a technical authority, guiding implementation decisions and ensuring solutions met regulatory, operational, and scalability requirements
- Led and mentored developers, helping define standards and supporting teams to deliver maintainable, production-ready systems

### Business Owner / CEO - Wapis Group

Sep 2010 – Jun 2019

- Founded and ran a software company delivering both product development and client projects
- Built and led a delivery organisation comprising development, project management, QA, and marketing
- Designed and delivered an HR platform for short-term and shift-based workforces, primarily supporting factory environments
- Achieved strong market traction, with the platform becoming one of the leading solutions in the Czech Republic and Slovakia
- Built and managed a development team of 5–6 engineers, with PM and QA embedded into delivery
- Combined business ownership with hands-on technical leadership, covering:
  - client communication and requirement shaping
  - architecture and solution design
  - delivery planning and release management
- Gained deep, practical experience in how technical decisions impact commercial outcomes, delivery risk, and long-term sustainability
- Learned through real-world constraints and mistakes, forming the foundation for later senior leadership and decision-making roles

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## About

I work at the point where technology, people, and constraints collide. My role is to bring clarity early — shaping problems, defining realistic approaches, and making trade-offs explicit so teams can deliver with confidence.

I take ownership from the first conversation through planning and delivery. That means helping stakeholders articulate what they actually need, designing systems that fit time and budget constraints, and building solutions teams can maintain long after I've moved on.

I'm hands-on when it matters, but my real value is decision-making: choosing the right solution, not the most fashionable one.

## How I help

I combine senior-level problem solving and leadership with a strong hands-on engineering background. I can step in at any stage - from defining the problem and architecture to building, reviewing, and shipping production-ready systems.

I'm often brought in when teams need clarity, delivery confidence, or someone who can both **decide** and **execute**.

## Capabilities

A practical skillset built for shipping: architecture, leadership, delivery planning, and hands-on engineering when needed.

### What I deliver

- Clear problem definitions and delivery plans
- Pragmatic architecture aligned to constraints
- Scalable, maintainable systems (not over-engineered)
- Predictable delivery across teams and stakeholders
- Clean handover with documentation teams can use

### How I work

- Start with requirements, risks, and constraints
- Break large initiatives into small, deliverable steps
- Make trade-offs explicit and visible
- Work closely with engineers, product, and stakeholders
- Adapt process to context (not dogmatic "Agile")

### What I take ownership of

- Problem definition & requirements gathering
- Architecture and technical decision-making
- Delivery planning, estimation, and prioritisation
- Leading and supporting development teams
- Stakeholder and client communication
- Balancing time, budget, risk, and quality

### Hands-on engineering

- Designing and building backend systems
- Frontend architecture and complex UI flows
- Reviewing code and setting engineering standards
- Unblocking teams with pragmatic technical solutions

### Architecture

System design Trade-offs Scalability Maintainability Risk

### Leadership

Team leadership Mentoring Process Quality Hiring support

### Delivery

Planning Estimation Roadmaps Stakeholders Budget

### Engineering

Web platforms APIs CMS Tooling Automation

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## Technical toolkit

I maintain a strong hands-on skillset across backend, frontend, and mobile development. I design and implement systems, review code, and make architectural decisions based on scalability, maintainability, and delivery risk. My focus is on using proven tools effectively rather than chasing trends.

### Backend

PHP - Native, Symphony    .Net - ASP.NET Razor  
Node.js (Express, NestJS)    Python

### Frontend

React    Angular

### CSS & UI frameworks

Tailwind CSS    Bootstrap    Foundation    Material UI

### Mobile apps

React Native    Ionic    Swift

### Quality & testing

End-to-end testing tools    Test strategy and coverage  
Pragmatic QA processes

### Delivery & agile tooling

JIRA (including API integrations)    Confluence (including API integrations)  
Monday    Agile & hybrid delivery models