

Ryan Stenhouse

CTO / VP Engineering with IPO Experience

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Professional Summary

CTO with 20+ years leading B2B SaaS platforms through IPO and scale. Delivered 99.999% uptime for millions of users, led M&A integration across five companies, and managed ¥55M+ annual budgets. Architected EU AI Act compliance for HR tech. Led Privacy Mark and ISO 27001:2022 certification, achieving zero nonconformities. Built and led engineering teams from 0 to 45+ across six countries.

Work Experience

- Beatrust Corporation** **Acting Chief Technology Officer** **Oct 2025 - Present**
- Drove technical strategy and investor alignment during funding preparation, collaborating closely with CEO on partnership priorities and technology positioning.
 - Led technical due diligence and architectural planning for enterprise partnerships, including ERP integration and on-premise AI platform deployment.
 - Defined the company's EU AI Act compliance strategy, positioning Beatrust as an early leader in responsible AI within HR tech.
 - Defined AI/ML roadmap, platform scalability approach, and investor-facing technology strategy.
 - Led technical evaluation of agentic AI capabilities, establishing integration architecture for next-generation talent intelligence features.

- Beatrust Corporation** **Head of Platform, Engineering Manager** **Jan 2025 - Oct 2025**
- Provided company-wide technology leadership as de facto CTO, including EU AI Act compliance strategy, strategic partnership evaluation, and technical vision alignment with Series A fundraising objectives.
 - Led technical evaluation and integration planning for strategic enterprise partnerships, prioritizing integrations that expand addressable market while minimizing technical debt and maintaining platform flexibility.
 - Led ISO 27001:2022 (ISMS) certification in collaboration with C-suite, achieving zero nonconformities (08/2025), thereby positioning company for funding readiness and customer acquisition.
 - Established security-first development culture and shift-left QA practices to accelerate enterprise sales cycles and improve competitive positioning in regulated markets.

- Tripla Co, Ltd** **Platform Leader, Engineering Manager** **Feb 2023 - Dec 2024**
- Post-IPO technical leadership across 6 countries.
 - Led platform strategy for M&A integration of 5 acquired companies, reducing operational costs and aligning workflows.
 - Managed ¥55M+ budget while achieving 99.999% uptime across all properties.
 - Built unified platform engineering culture across Japan, Indonesia, Singapore, Thailand, Taiwan, and Korea.
 - Led 10+ person core platform team and provided dotted-line leadership to platform managers and their teams across all group companies.

- Tripla Co, Ltd** **Senior System Architect** **Dec 2019 - Feb 2023**
- Scaled platform team 0 to 7 while architecting for IPO.
 - Led technical due diligence for successful Tokyo Stock Exchange listing.
 - Established infrastructure foundation supporting international expansion.
 - Led vendor evaluation process for security tools and negotiated enterprise-level contracts, reducing per-seat costs by up to 65%.
 - Aligned technical roadmaps with business objectives, translating complex concepts for C-suite stakeholders and securing executive buy-in for critical infrastructure investments.

Tripla Co, Ltd

Senior Software Engineer

Feb 2018 - Dec 2019

- Early engineering hire; proposed and prototyped booking engine pivot that transformed the company's revenue model.
- Built hotel partner integrations and core reservation features for both chatbot and booking engine platforms.
- Established interview processes and engineering culture that supported rapid company scaling.

Allm Inc

Senior Software Engineer

Sep 2014 - Feb 2018

- Architected and scaled a global B2B retail SaaS platform handling 100,000+ requests/minute, serving thousands of stores worldwide and reducing cost-per-customer by 90%.

Education

University of Abertay Dundee
Fife College

BSc (Distinction) Computing
HND Software Engineering

Sep 2002 - Nov 2004
Sep 2000 - Aug 2002

Entrepreneurial Activities

Arkilon Ltd.

Founder (CTO / CEO)

Apr 2022 - Nov 2025

- Founded and operated SaaS ventures with paying customers in Japan, the UK, and the EU.
- Built FacetScore, an AI-powered sentiment analysis platform for hospitality businesses, and developed multilingual LLM optimisation techniques achieving 15 to 20 percent accuracy improvements over standard monolingual approaches.
- Architected an EU AI Act compliant system ahead of regulatory enforcement.
- Wound down commercial operations in November 2025 after validating AI compliance frameworks and multilingual LLM techniques, choosing to focus on executive engineering leadership rather than solo product maintenance.

The Happy Geek Ltd.

Founder (CTO / CEO)

Dec 2010 - Sep 2014

- Delivered SaaS products and managed global client projects across five countries while founding Converge, Scotland's first all-of-industry technology conference.
- Wound down activities after moving to Japan.

Skills

- **Executive Leadership:** SaaS architecture, product development, global team scaling, IPO readiness, executive communication, M&A integration, vendor management, OKRs, hiring, coaching, budgeting, KPIs, product-market fit, technical due diligence, DORA metrics
- **Cloud & Infrastructure:** AWS, GCP, DevSecOps, Kubernetes, Terraform, cost optimization, high-availability architecture, 99.999% uptime delivery, CI/CD (GitHub Actions, ArgoCD), observability, SRE, cloud cost governance / FinOps
- **AI & Machine Learning:** Large Language Models (LLMs), Retrieval-Augmented Generation (RAG), BERT, LangChain, Agentic AI, computer vision, EU AI Act compliance
- **Security & Compliance:** ISO 27001:2022, PCI DSS, Privacy Mark, OWASP, secure development practices, zero-trust architecture, security audits
- **Data Engineering:** Data warehousing, analytics platforms, ETL pipelines, business intelligence
- **Software Engineering:** Ruby, Rails, Go, Python, Java, Typescript/Javascript
- **Languages:** English (Native), Japanese (working towards Business proficiency with ongoing formal study)