Joris Limousin
Fractional CTO & Board Advisor

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Dubai, UAE | Remote-First, Global Availability

Executive Profile

Seasoned **Chief Technology Officer (CTO)** with a robust background in financial services and RegTech. Proven track record of scaling a technology organisation from a **startup team of 3 to a PE-backed, 250+ employees company** and driving growth to **eight-figure annual recurring revenue (ARR)** while serving **Tier-1 global banks**. Combines deep expertise in **cloud architecture (AWS serverless)** and **data analytics** with strong business acumen, aligning technology initiatives with corporate strategy and compliance. Formerly **Group CTO at Kaizen Reporting**, leading all technology functions (Engineering, IT, InfoSec), now serving as Executive Technology Advisor to ensure a strategic handover. Relocating to **Dubai** in January 2026 and actively engaging on remote-first **fractional CTO** and investor-focused **technology due diligence** projects.

Areas of Expertise

- **Cloud & Architecture: AWS serverless** platforms (Lambda, DynamoDB, etc.), scalable SaaS design, microservices, IaC.
- **Data & AI:** Big data analytics, **AI/ML** integration in products.
- **Business & Strategy:** Tech strategy alignment with business goals, product innovation, Tier-1 client management, budgeting & cost optimisation.
- **M&A and Investment Due Diligence:** Buy/sell-side technical due diligence, **private equity investment support**, exit readiness.
- **Leadership & Operations:** Scaling engineering teams, cross-functional leadership (Dev, IT Ops, InfoSec), remote team management.
- **Cybersecurity & Compliance:** Information security leadership, ISO 27001 and SOC 2 Type II compliance.

Professional Experience

May 2015 – December 2025

Kaizen Reporting, London, United Kingdom | *Data Scientist (May 2015–Dec 2016) → Technology Lead (Jan 2017–Mar 2020) → Head of Technology (Apr 2020–Nov 2022) → Group CTO (Dec 2022–Sep 2025) → Executive Technology Advisor (Oct–Dec 2025)*

- **Scaled a fintech startup into a global enterprise:** Joined as one of the first employees and grew the company from **3 to 250+ staff** across 7 international subsidiaries and multiple offices, steering technology-driven expansion that resulted in a market-leading, **eight-figure ARR** business and a worldwide **Tier-1 bank** client base.

- **M&A and investor due diligence:** Directed end-to-end technical due diligence for **six successful acquisitions**, developing and overseeing the post-merger integration and value realisation plans. Led all technical workstreams for a **£42 million private equity investment**, successfully passing rigorous due diligence that helped secure the growth funding.
- **Architected a serverless SaaS platform:** Designed and led development of Kaizen's flagship B2B **RegTech platform** on AWS from inception using a **serverless** architecture (AWS Lambda, API Gateway, DynamoDB, Python, etc.) to deliver highly scalable, cost-efficient regulatory reporting solutions. This modern cloud architecture enabled the platform to identify trade reporting errors at scale and handle rapid client growth.
- **Led security and compliance initiatives:** Established a robust InfoSec program from the ground up and guided the organisation to achieve **ISO 27001 certification** and **SOC 2 Type II** compliance. Implemented best practices in data protection and governance, enhancing trust with major financial institutions and meeting stringent regulatory requirements.
- **Innovation and AI adoption:** Championed the introduction of **AI-powered features** in production across multiple business lines, working with data science teams to deploy machine learning solutions that augmented the core product offering, significantly improved analyst productivity and created new client value.
- **Executive leadership:** Reported directly to the CEO as part of the executive team, translating business objectives into technology strategy. Oversaw **Engineering, Corporate IT, and Information Security**, with **80+ direct and indirect international reports**. Mentored and built high-performance teams, instituting agile and DevOps methodologies, and fostering a culture of continuous improvement and technical excellence.

March 2012 – April 2017
SUPINFO International University, France | *Instructor*

- Taught undergraduate and graduate courses in Computer Science, including DBA, Software Development, Networking & Security, and Big Data topics, balancing academic teaching with real-world industry insights (taught part-time alongside professional roles).

2011 – 2014
Earlier Career, France | *IT and Software Engineering Roles*

- Held several hands-on technical roles that built a strong foundation in software development, data analytics and IT operations.

Education

2010 – 2015
SUPINFO International University, France | *Master of Science in Information Technology*

- Graduated with Honours, specialisation in Business Intelligence (data analytics).

Additional Information

- **Languages:** English (fluent); French (native).