HAYSTACK PEOPLE

CTO – Digital health

ScaleUp | Vast | 200k

ABOUT THE COMPANY

This profitable, bootstrapped healthtech scale-up operates an online pharmacy and telehealth platform across the Netherlands and Belgium, with active expansion into Germany and France. The platform serves thousands of patients and runs on a subscription-plus-delivery model — think logistics-grade operational complexity, with medical and regulatory requirements on top.

The company is around 100 people, the founding team is entrepreneurial and fast-moving, and the tech team is in the early stages of being built out. The previous CTO has stepped aside. The mandate is clear: take the platform in-house, build the team, and scale.

ROLE OVERVIEW

This is a founding CTO position — combined technical and product leadership. You join as the most senior person in engineering, reporting directly to the founders. A squad structure is already being assembled (App, Web, Backend, Subscription & Payment, Patient Experience), so you're not starting from zero, but you are the one who shapes how it all comes together.

The founders want someone who walks in with a point of view. Not someone who asks what the org chart should look like — someone who tells them.

What you'll do

- Own the technical roadmap and architecture decisions for a Python/FastAPI + React/TypeScript stack on GCP
- Lead and grow a cross-functional engineering team across multiple squads
- Take full ownership of GDPR, ISO 27001, security posture, and regulatory compliance
- Drive the transition from agency-built code to an in-house, documented, scalable platform
- Work closely with the founders on product strategy and prioritisation
- Hire and develop the engineers who will build the platform's next chapter
- Stay hands-on — prototype, review, guide, and stay close enough to the code to make real calls

REQUIREMENTS

- Proven track record as a CTO, VP Engineering, or Head of Engineering at a scale-up or high-growth environment
- Hands-on builder DNA — you've coded in production and you're still comfortable opening a repo
- Experience designing and shipping scalable backend architecture
- Strong track record hiring and leading engineering teams
- Compliance and security mindset — GDPR, ISO 27001, or regulated environments are familiar territory
- AI-native working style — you use AI tooling actively and know how to embed it in engineering teams
- Comfortable with ambiguity, fast pace, and making decisions without complete information
- **Nice to have**
- Experience with Python/FastAPI, React/TypeScript, GCP
- Background in e-commerce, logistics, fintech, or digital health
- Experience insourcing or replacing an agency-built codebase

- Dutch or strong English; Dutch market familiarity a plus

WHAT’S OFFERED

- base salary
- Equity participation
- Full ownership of technology and product — a genuine seat at the table
- A profitable, bootstrapped company with real European ambition
- Hybrid setup — Rotterdam office

Interested?

Send your CV or a short introduction to **d.gontha@haystackpeople.nl** and I’ll get back to you shortly.

Contact & solliciteren

Desley Gontha

Senior Recruitment Consultant

d.gontha@haystackpeople.nl

31683155319

https://www.linkedin.com/in/desleygontha123/

Rotterdam

https://haystackpeople.nl