

28 August 2026

## **Recommendation for Kristina Kapitanova**

To whom it may concern,

I am the Chief Product Officer of ChainComply, and Kristina Kapitanova has worked directly with me since November 2023. Her title with us is Front-End Lead, which undersells her considerably. If she has applied to you for a product role, my advice is to take that application seriously.

When Kristina joined, our front end was a Vue codebase that had outgrown its own foundations. She migrated it to a React monorepo and cut our build and deployment times by roughly 90%, and we are still building on that foundation today. After that she designed and implemented, essentially single-handedly, every component and feature our users touch: the case dashboards, the transaction and risk visualisations, the source-of-funds graphs, the configurable client reports. She was not leading a front-end team, she was the front end. Our domain is crypto AML and enhanced due diligence, so the product has to make complicated financial evidence legible to compliance officers working under regulatory pressure, and that is not something you can build by working through tickets.

She was also faster than everyone around her, to the point where it changed how we planned. She cleared work quicker than the rest of the organisation could specify it, so we ended up sequencing backend and design work around keeping her supplied. The quality held up too, and I rarely had to send anything back.

In practice I gave Kristina problems rather than specifications, and she came back with finished features, and a few times with whole products. What she brought back was usually closer to what our clients needed than what I had in mind when I described the problem, because she thought about the compliance officer who would have to use it. She has been doing product work for nearly three years already, under an engineering title.

She also led our adoption of AI as an everyday working practice rather than an experiment. She moved the team onto agentic development and wrote the prompting patterns, review standards and testing guardrails the rest of us now use, and they spread because they were better, not because anyone mandated them. Leading AI well is mostly a matter of breaking ambiguous problems down, specifying them precisely and checking the output properly, which is the same discipline as good product management, and she already has it.

She is also exceptionally organised. She structures her own work, tracks it honestly, breaks large vague problems into things that can actually ship, and tells you where she stands before you ask. She has mentored our juniors and written the technical guides new people onboard from, and before joining us she ran a cohort of junior developers as an interim manager, with growth plans and weekly one-to-ones.

If you are hiring an engineer, Kristina will out-deliver almost anyone you interview. But if you are hiring a product manager who is technical enough to lead engineering, hold her own on the backend and treat AI as a real member of the team, then you are looking at someone who has been doing that job for three years without the title. I would hire her for either role, and I would give her the product one.

I am happy to speak with anyone who would like a fuller picture.

Sincerely,

**Łukasz Łukaszewski**

Chief Product Officer, ChainComply