



Colin Knapp

Focus: Team Leadership & Management

Location: Kitchener-Waterloo, Ontario, Canada

Contact: [Contact via MotherboardRepair.ca](mailto:colin@motherboardrepair.ca)

Professional Summary

Experienced leader with a proven track record of managing distributed teams of 45+ personnel across multiple timezones. Strong background in executive mentorship, fostering collaboration, and implementing efficient workflows using Kanban/Agile methodologies. Skilled at building high-performing teams and guiding organizations from startup to significant revenue growth.

Key Achievements

- **Large Team Management:** Managed a distributed team of 45 personnel at [Nitric Concepts](#), fostering collaboration across multiple timezones (2018-2021).
- **Executive Mentorship:** Provided strategic guidance to CEO/Founder Andrew Karvelis, helping scale from side project earnings to \$4M gross revenue with strong profit margins.
- **Open Source Leadership:** Led and coordinated global contributor community for [PlotSquared](#) and [FastAsyncWorldEdit](#), birthing a sustainable 10-year open

source brand that continues today with paid maintainers.

- **Project Coordination:** Utilized Kanban/Trello to coordinate distributed teams and project workflows, enabling efficient collaboration across multiple projects and timezones.
 - **Talent Development:** Managed software development and talent acquisition for contractors worldwide, building effective remote-first team culture.
-

Leadership Experience

Chief of Operations / VP / Co-Founder

Nitric Concepts

2018-2021

- Managed 45+ contractors worldwide across multiple timezones
- Provided executive mentorship to CEO/Founder Andrew Karvelis
- Bootstrapped company operations from zero to \$4M gross revenue
- Utilized Kanban/Trello to coordinate distributed teams and project workflows
- Established collaborative relationships with Microsoft for official Minecraft Marketplace partnership
- Built and maintained remote-first team culture for high-performance delivery

Open Source Project Lead

IntellectualSites (PlotSquared & FastAsyncWorldEdit)

2013-Present

- Co-created and led development of major open source projects with 10M+ downloads
- Coordinated global contributor community spanning multiple countries
- Established Jenkins CI/CD infrastructure in 2013 that continues running today

- Built sustainable open source brand with paid maintainers continuing the legacy
- Created tooling used by content production companies in the \$5 billion Minecraft ecosystem

Founder

ViperWire.ca

2023-Present

- Founded AI-powered cybersecurity consultancy
- Establishing consulting framework and team structure for scaling
- Building client relationships and service delivery processes

Co-Founder

MotherboardRepair.ca

2019-Present

- Co-founded sustainable electronics repair company
- Established operational processes and team workflows
- Built partnerships for component sourcing and service delivery

Project Lead

Oh My Form (Open Source)

2020-2024

- Led development of privacy-focused form builder with 1.5M+ Docker pulls
 - Coordinated contributor community and managed project roadmap
 - Successfully sunset project and transitioned users to Formbricks
-

Leadership Competencies

- **Team Management:** Distributed team leadership, remote-first culture, cross-timezone coordination
 - **Mentorship:** Executive coaching, talent development, career guidance
 - **Project Management:** Kanban, Trello, Agile methodologies, workflow optimization
 - **Communication:** Stakeholder management, client relations, technical documentation
 - **Strategic Planning:** Business development, operational scaling, partnership building
-

Leadership Metrics

- **Team Size:** Managed up to 45 contractors simultaneously
 - **Revenue Impact:** Guided growth from \$0 to \$4M gross revenue
 - **Project Scale:** Open source tools with 10M+ downloads
 - **Community:** Global contributor network spanning 10+ years
-

[View Full Portfolio →](#)

Accessibility: This website is designed and developed to meet WCAG 2.1 Level AAA standards, ensuring the highest level of accessibility for all users. Features include high contrast ratios, keyboard navigation, screen reader compatibility, and responsive design. The site supports both light and dark modes with automatic system preference detection.