Colin Knapp

Focus: Team Leadership & Management

Location: Kitchener-Waterloo, Ontario, Canada

Contact: [Contact via 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

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