Talent Map

28 AUGUST 2025

Requirements

Role: CTO

- Location: Ukraine
- Over 10 years of experience, including 2+ years with React, NodeJS
- Experience in SaaS
- Experience in managing remote or distributed teams of 1-10 people

Sourcing Results

- 301 profiles to review

Profiles for review

Candidate 1: Igor Mostovenko ([linkedin](#))

Igor is a perfect match for the CTO role, meeting or exceeding all hard skill and experience requirements. His SaaS, startup, and JavaScript stack expertise are fully aligned with the job. He is highly recommended for outreach.

Category	Rating	Notes
Total Rating	10.0	Overall assessment of the candidate based on all categories.
SaaS Industry Experience	10.0	Is the CTO of a company specializing in SaaS and PaaS, and has led SaaS projects.
CTO/Leadership Experience in Startups	10.0	Currently a CTO who leads a small team and has experience transforming traditional systems for startups.
JavaScript Stack (React & Node.js)	10.0	Has extensive experience with JavaScript, React, and Node.js, and clearly exceeds the 2+ year requirement.
Total Experience (10+ Years)	10.0	Has over 10 years of experience in software development.
Remote/Distributed Team Experience	10.0	Leads teams and delivers solutions for international clients, implying strong experience with remote/distributed teams.
Recent Employer Match (SaaS/Startup/Relevant Tech)	10.0	VRealSoft is a SaaS-focused company, and his leadership there is highly relevant.

Candidate 2: Michael Malinovsky (linkedin)

Michael is an outstanding match for this CTO role, with deep SaaS, startup, and JavaScript stack experience, and a strong record of leadership in small, distributed teams. There are no red flags, and his background aligns perfectly with all key requirements. He should be prioritized for outreach.

Category	Rating	Notes
Total Rating	9.9	Overall assessment of the candidate based on all categories.
Total years of experience (10+ years)	10.0	Has over 13 years of professional experience in software engineering and leadership, exceeding the requirement.
Javascript stack experience (2+ years with React/NodeJS)	10.0	Extensive experience with JavaScript, React, and related frameworks across multiple roles, clearly surpassing the requirement.
SaaS industry experience	10.0	Has held CTO and engineering roles at multiple SaaS companies.
Startup experience	10.0	Has CTO experience at startups and has worked in early-stage environments.
Small team leadership (1-10 people)	9.0	Likely led small teams, though explicit team size is not always stated.
Remote/distributed team experience	10.0	Has worked remotely and with distributed teams across multiple companies.
Recent relevant employers (SaaS/startup/tech)	10.0	His recent roles at Biobetter (CTO, SaaS), Tesco (AI-focused), and ShareVault (SaaS) are highly relevant.

Candidate 3: Andrew Lekh (linkedin)

Andrew is an excellent match for this SaaS CTO role, with deep experience in startups, the required tech stack, and small team leadership. All hard skill requirements are fully met or exceeded. There are no flags present.

Category	Rating	Notes
Total Rating	9.9	Overall assessment of the candidate based on all categories.
SaaS CTO Experience	10.0	Has held CTO and Co-Founder roles at multiple SaaS-focused companies.
10+ Years Total Experience	10.0	Over 13 years of progressive experience in software engineering and leadership, clearly exceeding the requirement.
Javascript Stack (React & NodeJS) 2+ Years	10.0	Lists React.js, Node.js, JavaScript, and TypeScript as core skills, confirming 2+ years of experience.
Startup Experience	10.0	Is a serial co-founder and CTO in multiple startups.
Small Team Leadership (1-10)	10.0	Has led small technical teams as a CTO and Co-Founder in early-stage startups.
Remote/Distributed Team Experience	9.0	His leadership in SaaS startups and international client work strongly implies experience with remote/distributed teams.

This is just a glimpse of the potential.

The three profiles you've seen were automatically identified and rated by our AI from a total pool of 301 qualified candidates for this CTO role. Imagine having this level of insight for every single candidate.

Ready to unlock the full list?

With our "Talent Map" package, you'll receive the complete, pre-assessed dataset for **any vacancy** with direct links to all sourced profiles, allowing you to immediately contact the best fits.

Access the Talent Map