



Seasoned CIO/CTO who takes over software and product organizations in crisis and growth phases—from portals and SaaS/POS platforms to cloud-based enterprise solutions—and, in interim, project-based, and permanent CIO/CTO roles, stabilizes, scales, and realigns complex IT landscapes

KAI-DIETRICH SCHEPPE

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Professional Experience (Selection)

09/2025 – present | Head of Software and Product Development (CTPO)

Firmway GmbH

Deep-tech startup in the field of supply-chain resilience

- Responsible for steering the design and development team as an integrated product organization (from discovery through delivery)

12/2023 – 07/2024 | Interim Director IT

PAKI Logistics GmbH / Faber Group

International logistics service provider (PAKi approx. 200 employees / Faber Group approx. 900 employees)

- Led a 32-person IT team and stabilized core IT operations
- Restored IT resilience while simultaneously expanding digital products

09/2022 – 11/2023 | Head of IT & Platform Operations (Group CIO)

Hospitality Digital GmbH (later DISH Digital Solutions GmbH)

Digital METRO subsidiary (~400 employees), focus on SaaS, POS, and cloud platforms

- Overall responsibility for all B2C SaaS products and business support systems, including product roadmaps and development priorities

03/2022 – 08/2022 | Head of IT & Platform Operations (CTO)

Hospitality Digital GmbH

Digital products and services in the hospitality environment

- Stabilized and scaled the DISH SaaS platform
- Achieved approximately 400% higher performance and around 66% lower operating costs



12/2019 – 08/2021| Head of IT Operations & Cloud Migration (Director Development)

StepStone Group - Continental Europe & UK

Leading European job platform (~4,000 employees)

- Responsible for up to 70 product development teams and the transformation towards a cloud-native organization
- Reduced cloud costs by ~50% and introduced an SRE operating model

Additional, Earlier Roles (Condensed)

- Interim IT Expert (Due Diligence) – Avalia (2025)
- Interim Project Lead – BKM Stahl- und Anlagenbau (2024–2025)
- Interim CTPO – WCG GmbH (2021–2022)
- Director Development (CE & Group Components) – StepStone Group (2015–2019)
- Interim Consultant – BKM Stahl- und Anlagenbau GmbH (2014–2015)
- Head of Software Development – NewYorker GmbH (2012–2014)
- Leadership in Software Development & Portals – T-Online / Deutsche Telekom (2003–2012)
- Head of Product Integration & Quality Assurance – Mozquito (2000–2002)
- Head of Internet Department – PolyPort (1997–2000)

Education

1993 – 1997 University of Maryland at College Park, Maryland (USA)

- Degree: Master of Science

1990 – 1993 University of California, Santa Barbara, California (USA)

- Degree: Bachelor of Science (with distinction)

1986 – 1989 Santa Monica College, Santa Monica, California (USA)

- Degree: Associate degree

1980 – 1984 Fachoberschule München

- Degree: Technical High School Diploma (Fachabitur – Technical Track)



Further Training

2022 / 2023 The Human Impact Group – Executive Coaching

2018 / 2019 THM – The Business Training People:
Management Success Training

2016 Successful Interview Techniques and Structures

2005-2013 Various training programs in:

- Information and data security, classified information and sabotage protection, tactics and strategies in meetings
- Leadership excellence, leadership development, project management

Languages

- **German:** Native language
- **English:** Native-level proficiency
- **Italian:** Basic knowledge

Volunteering

- Active member of the volunteer fire brigade (SCBA-certified)

Personal Interests

- Golf
- BBQ and cooking

