Kostas Kostiadis PhD

kkostiadis@gmail.com | https://kostiadis.com/ | https://www.linkedin.com/in/kostiadis/

Executive Profile and Leadership Summary

Technology executive with a PhD in Artificial Intelligence (Machine Learning) and over two decades of experience building and scaling mission-critical platforms across global financial markets. Currently Managing Director at Standard Chartered Bank, where I lead a 400+ person global technology organisation with a $60M+ budget, directly underpinning a Financial Markets business that generated $3.9 billion in 2025.

Proven record of translating complex technology strategy into measurable commercial outcomes, including a 21% YoY increase in trading volumes, and double-digit revenue growth on key business lines. My expertise sits at the intersection of large-scale platform transformation, high-frequency and low-latency trading, and applied AI/ML – areas where deep technical fluency and executive leadership are rarely found in the same person. I build organisations (not just systems), drive performance at scale, and operate with equal confidence in front-office, regulatory, and engineering environments.

Professional Experience

Managing Director, Global Head Financial Markets eCommerce Technology

Standard Chartered Bank | Apr 2021 – Present

- Executed multi-year transformation programmes, delivering a scalable eCommerce platform that increased trading volumes by 21% YoY, CI revenue by 11% YoY, and AH revenue by 17% YoY
- Partnered with front-office leadership and executive committees to launch algorithmic trading products, driving measurable uplift in client acquisition, retention, and business growth
- Drove organisation-wide adoption of AI/ML solutions, directly improving platform intelligence and operational productivity across a 400+ person global technology function
- Led global teams through complex regulatory change programmes while maintaining alignment of technology roadmaps with front-office objectives across all Financial Markets products

Executive Director, Global Head of eFX Technology

Standard Chartered Bank | Jan 2018 – Mar 2021

- Led a 120-person global FX cash technology team within eCommerce with a $25M+ budget, covering pricing, distribution, algos, hedging, market access, and single-dealer platform delivery
- Launched SCB's client algos offering, establishing a new revenue-generating capability and directly expanding the bank's electronic trading proposition for institutional clients
- Partnered with the global heads of FX trading and eBusiness to align technology roadmaps with front-office strategy, building the organisational and technical foundation for the subsequent expansion to the broader eCommerce MD mandate

Head of eFX Technology

Crédit Agricole CIB | Sep 2016 – Dec 2017

- Led a 50-person global eFX technology function with a €10M budget, spanning both eTrading (market access, pricing, algos, auto-hedging) and eCommerce (single-dealer platform, client algos, distribution)
- Collaborated with the global heads of FX trading and eBusiness to prioritise and deliver competitive client-facing solutions

Head of Automated Market Making (AMM) FX Strategists
BNP Paribas | Jun 2015 – Jul 2016

- Embedded within a front-office AMM team of traders and quant researchers, leading the technology strategist function responsible for BNP Paribas's FX automated market-making algorithms
- Operated in an ultra-low-latency, high-frequency environment requiring both deep technical capability and direct front-office collaboration

Head of FX Algo Execution and Head of FX Direct Market Access
BNP Paribas | Jan 2012 – Jun 2015

- Dual mandate leading two high-impact teams: the FX execution algo team (AlgoX/iX) responsible for developing and enhancing proprietary trading strategies, and the DMA team covering exchange connectivity and ultra-low-latency venue access
- Drove expansion of market access across a growing number of venues, with a focus on latency reduction

Lead Developer, Fixed Income Deal Capture
BNP Paribas | Sep 2007 – Jan 2012

- Transitioned from the games industry into investment banking, joining as a C++ developer on the fixed income deal capture platform
- Rapidly progressed to team lead, managing the bonds, repos, futures, and options deal capture team, establishing the foundation for a specialisation in high-performance financial technology

Lead Developer, Artificial Intelligence and Systems
Climax Studios | Mar 2002 – Sep 2007

- Applied doctoral research in AI and ML to commercial game development across PC, Xbox, PS2, GameCube, PSP, and DS platforms
- Led development across AI, physics, networking, animation, and rendering modules in C++, across a range of published titles including Ghost Rider, Steel Horizon, and Who Wants to Be a Millionaire
- Progressed to Lead Developer within three years, managing full lifecycle delivery from design through to release

---

Education and Academic Recognition

- PhD, Computer Science (Machine Learning), University of Essex, 2002 (full scholarship)
- MSc, Information Systems Engineering, University of Reading, 1998
- BSc (Honours), Mathematics and Computer Science, University of Surrey, 1997
- Best Session Paper and nomination for Best Paper Award, October 2000
- Invited speaker, IEEE International Conference on Robotics and Automation (ICRA), San Francisco, 2000
- Bronze Medal, 1st European RoboCup Championship (Simulation League), 2000
- Bronze Medal, International RoboCup Championship (Simulation League), 1999