

Kairi Pauskar

Profile

Strategic people and operations leader with over 20 years of experience scaling high-growth technology companies and complex cross-border organisations. Track record spans the global financial technology sector and the anti-financial crime/AML compliance space, combining deep organisational scaling expertise with a strong understanding of regulatory and governance requirements.

Experience and Positions in Other Companies

LHV Group

Advisor to Group Management

Aug 2025-present

Advises group management and supervisory board on organisational development, culture shaping, leadership models and strategic HR matters.

Serbal OÜ

Angel investment and advisory firm

Founder & Angel Investor

Aug 2019-present

Invested in 20+ companies across technology, education and sustainability. Consults CEOs and senior managers on HR strategies, leadership, governance, and organisational alignment.

Salv

Estonian fintech specialising in AML and financial crime prevention technology

Head of People & Operations

Aug 2019-Aug 2022

Executive responsibility for organisational and HR infrastructure. Directed workforce planning, budget management and resource prioritisation. Oversaw compliance contributing to SOC 2 certification. Strategic partner to the CEO on governance, compliance, and operational frameworks.

TransferWise (now Wise)

Global financial technology company providing international money transfers and cross-border payment solutions

Head of People Experience

Mar 2014-Jul 2018

Global responsibility for organisational development during rapid scaling from 60 to 1,260 employees across multiple regulated jurisdictions. Defined corporate culture, established the people lead function, and designed core HR processes for compliance with employment law and regulatory requirements.

Webmedia (now Nortal)

International strategic change and technology company delivering large-scale public and private sector projects

HR Manager

Aug 2007-Feb 2013

Project Manager

Jun 2004-Aug 2007

Education

Leading Organizations & Change, MIT Sloan School of Management

2025

Executive education programme (Emeritus)

BSc, Computer Science, University of Tartu

2000-2004

Additional Information

Languages: Estonian (native), English (professional working proficiency)

Core expertise: Scaling technology companies in regulated markets, organisational development, cross-border team leadership, corporate governance & board advisory, AML/CFT compliance alignment