

Thomas Zarebczan

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SUMMARY

Seasoned generalist and technology leader with 16+ years of experience spanning startup operations, enterprise systems, and full-stack engineering. Equally effective as a hands-on individual contributor, a growth and go-to-market strategist, or a cross-functional team leader driving business development.

Most recently served as COO, Acting CTO, and Co-founder at Odysee, a decentralized content platform with millions of users, where I co-owned product strategy, shipped engineering work across the full stack, and managed day-to-day operations and vendor relationships. Proven ability to scale from builder to executive in fast-moving, resource-constrained environments.

EXPERIENCE

COO / Acting CTO / Co-founder | Feb 2023 - Apr 2026

Space Odysee (formerly Odysee) - Remote

- Owned dual COO/CTO responsibilities across a 10+ person organization, managing vendor relationships, overseeing multiple product teams, and partnering directly with the CEO and parent company on overall strategy. Helped recruit and hire multiple technical positions.
- Overhauled the odysee.com tech stack, delivering measurable performance gains and quality-of-life improvements across the user and developer experience.
- Launched the Odysee Self Sync Tool and Watch on Odysee browser extension, expanding creator onboarding and platform reach.
- Coordinated the Arweave Payment wallet migration across engineering and product teams, ensuring a seamless transition for the platform's active user base.
- Drove the Odysee Roku app from concept through production, expanding platform availability to connected TV devices.
- Kept critical backend systems running, including the YouTube sync program that ingested creator content from YouTube, which was a continuous cat and mouse game that required constant ingenuity and oversight.
- Migrated Odysee's livestreaming infrastructure to a new ingestion framework, improving stream reliability and performance while enabling browser-based broadcasting for the first time.
- Initiated the Arweave storage migration, collaborating with ecosystem partners to move toward long-term content permanence and decentralization.
- Designed, architected, and helped build Portal, a WordPress alternative on Arweave/AO for permanent, decentralized web publishing. Partnered with the Independent Media Alliance (IMA) for initial launch planning.
- Prototyped new products in the Arweave/AO ecosystem, including improving their temporary storage solutions and experimenting with other decentralized application (Permaweb) concepts.
- Contributed individually to engineering efforts across the stack while setting technical direction and managing team output.

Product Management, Engineering & Operations Lead | Sep 2021 - Dec 2022

Odysee (formerly LBRY Inc) - Remote

- Assumed Head of Operations following the Odysee/LBRY Inc organizational split, managing day-to-day operations, financial oversight, and support/product teams.
- odysee.com MAU reached ~35M during its peak, which required scaling everything from personnel, to servers, to internal tooling, and user/creator support.
- Directed product roadmaps across 5+ concurrent projects: web platform, mobile apps, Roku app, accounts system, and backend services.
- Acted as interim technical lead, designing and overseeing implementation of features and platform upgrades.
- Bridged communication between CEO, marketing, and product teams; supported hiring and interview processes.

Support, Community Relations & Project Management | Jul 2017 - Sep 2021

LBRY Inc - Remote

- Managed multi-channel creator and user support across helpdesk, Twitter, Discord, Slack, and Reddit, resolving technical, account, blockchain, and marketing inquiries.
- In early 2020 through 2021, lbry.tv/Odysee went from hundreds of users per day to millions.

- Grew and supported an active developer and creator community across the LBRY/Odysee ecosystem.
- Embedded with engineering teams to test features, triage bugs, and translate customer feedback into product decisions.
- Shaped project priorities and timelines, collaborating between product managers and developers.
- Contributed to frontend and backend development; authored monthly development reports covering all LBRY products.

Computer Engineer / BI Team Lead | Jun 2010 - Jun 2017

US Army - Picatinny Arsenal - NJ

- Managed a team of 3 SAP BW/BOBJ developers for PEO Ammunition, owning the full development lifecycle from requirements gathering through production support across 10+ programs and reporting solutions.
- Delivered BI solutions spanning a broad portfolio of programs and user groups, including EKR, Budget & Pricing, Production Status Tracking, GFEBs, eNOVA, Assets vs Requirements, and executive-level dashboards (Acquisition Metrics, QUAD Dashboard, Lean Six Sigma, CLP Tracking).
- Collaborated across multiple SAP functional areas (Security, PI, MDM, ECC, Workflow) on cross-functional projects, coordinating closely with the AEP Project Manager to prioritize and delegate efforts.
- Rescued a failing contractor deliverable (NS Material Master 3.2), taking over all design and development to deliver a functional solution within weeks. Uncovered and resolved numerous transactional system issues, developing BW-side fixes and testing across both layers.
- Executed simultaneous BW 7.0→7.4 and BOBJ 4.0→4.1 upgrades with zero downtime, performing extensive verification and manual migration tasks.
- Progressed from team member to BI Team Lead within the Army Shared Services Center (AESIP) over 4 years; received multiple Special Act/Service Awards.
- Performed C++ development, testing, and documentation for the Personal Information Portal (PIP), supporting IPT meetings and direct customer communication.

Software Implementation Engineer | Jun 2009 - May 2010

FabSoft Inc. - Cedar Grove, NJ

- Delivered billable professional services engagements customizing document automation software (ReForm) for clients.
- Developed a wizard-based workflow builder enabling clients to create automation pipelines independently.
- Carried out training sessions for our products with customers.

PERSONAL PROJECTS

Zcash Web Wallet - Web-based, passkey-first Zcash wallet with NEAR intents integration for payment requests, swaps, and bill splitting. wallet.jiggytom.com

Bitcoin Web Wallet & Ordinals/Runes Marketplace - Experimented with a Bitcoin web wallet with an integrated marketplace for Ordinals and Runes trading, recently sunset. beta.ordchard.com / wallet.ordchard.com

Cloudflare Personal Agent - Experimenting with using the CF stack and primitives to allow users to run personal agents.

WhatIsMyIQ.ai - AI-powered IQ and skill testing platform. whatismyiq.ai

PourHub - Pour-over coffee tracking and social app for logging brews, sharing recipes, and connecting with fellow enthusiasts. pourhub.app

EDUCATION

M.S. Systems Engineering - Stevens Institute of Technology, Hoboken, NJ | 2013 | GPA 4.0

B.S. Computer Engineering (Networking) - NJIT, Newark, NJ | 2009 | GPA 3.95, Summa Cum Laude, Albert Dorman Honors College

TECHNICAL SKILLS

Languages & Frameworks Go · JavaScript · React · Python · SQL · ABAP

Infrastructure & Tools Kubernetes · AWS · Docker · Elasticsearch · DNS · API Design · CI/CD · Linux · Claude/Codex

Platforms & Ecosystems Bitcoin · LBRY · Zcash · Arweave/AO · Blockchain/Web3/Wallets · SAP BW/BOBJ/HANA · Livestreaming

Leadership Product Management · Project Management · Vendor Management · Cross-functional Leadership · Hiring

CERTIFICATIONS

CompTIA A+, CompTIA Security+, SAP Certified Application Associate - BI with SAP NetWeaver 7.0