

Vishal Kapadia

Multidisciplinary founder, leader, and technical operator · First-Principles Systems & Market Fit
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PROFILE

I think from first principles, learn both the technology and the market in depth, then build the solution that fits where they meet. Across ESG data, climate finance, flexible workspace and digital assets, I have entered new markets with unsolved problems, built the systems or products to solve them (data architecture, on-chain marketplace, compliance engine), and developed the commercial relationships that brought the solutions to market.

AI & ADOPTION FLUENCY

Daily practitioner with agentic AI tools (Cursor, Claude Code, Codex); built and shipped a live AI-assisted compliance engine codifying 32 regulations into queryable logic. Co-author of published LLM research (ESCP, 2024; SSRN). Fluent in helping non-technical clients adopt AI into real workflows.

SELECTED OUTCOMES

\$25M → \$142M assets processed (Endaoment) · €6M ARR in year one (Knotel) · category & ecosystem formation, “digital carbon” (KlimaDAO) · €4.2M raised, UN & EC adoption (WikiRate)

EXPERIENCE

Sell in Europe · Co-Founder

2025 – present

- The opportunity: for the first time, India’s textile exporters gain near-zero EU tariffs under the 2026 EU–India FTA, but the tariff is only the prize once they clear the gate of EU product compliance (ESPR, Digital Product Passport, PPWR).
- The build: architected AI-driven compliance solutions that bridge that gap. 32 EU regulations and 137 HS-code mappings codified into queryable logic, turning an opaque regulatory burden into a concrete EU-readiness assessment exporters can act on.
- The traction: built a pipeline of 200+ identified leads from two webinars run with Texprocil and Matexil, India’s government textile export councils.

Endaoment · Head of Growth & Strategy

2023 – 2024

- Surfaced the insight that unlocked the platform: that the real buyer was the wealth advisor, not the donor, and drove the repositioning around it, growing assets processed from \$25M to \$142M.
- Built the client-facing engine end to end: distribution partnerships (Coinbase, Robinhood, Kraken, BNY Pershing) and RIA networks, pipeline and CRM, and ran advisor onboarding and account management.
- Architected the growth operation end to end and ran it day to day across acquisition, onboarding and retention.

KlimaDAO / Carbonmark · Head of Partnerships & Growth

2021 – 2023

Early-stage carbon-market infrastructure; institutional category formation.

- Read the product-market gap, sourced the research, and drove the product direction that culminated in Carbonmark, the first on-chain carbon marketplace.
- Coined the term “digital carbon” and authored the briefing that gave institutions a language for a category that did not yet exist; built the partnerships across developers, protocols and corporate buyers that brought them in.
- The ecosystem reached ~4% of the global voluntary carbon market with 25M+ credits brought on-chain; closed \$2.3M in institutional deals, including a \$400K landmark with Polygon.

Knotel · Head of Expansion, Germany

2018 – 2020

Flexible-workspace platform; first commercial hire in a new country market.

- Took the product into a market with different cultural, legal and supply/demand dynamics, and adapted the product itself to fit, not just the pitch. €6M ARR in year one as employee #1 in Germany.
- Converted 75 brokers and developers in a broker-controlled market and managed those relationships through delivery; aggregated €12bn in owner portfolios to secure supply for clients.

WikiRate · Founder & Executive Director

2013 – 2018

- Designed the data architecture, schema and crowdsourcing/scraping approach that turned unstructured corporate disclosure into comparable ESG data. Raised €4.2M, led 25 people across 10 countries, and drove adoption by the UN and EC.

EARLIER & EDUCATION

Senior Strategy Consultant, CVA (London), £14.6M cost reduction for BNP Paribas UK · Founder, 50Zero (acquired by ForTomorrow, 2022) · Founding strategy lead, Tech Open Air (Berlin).

University of Oxford, MA (Oxon.) Experimental Psychology and Neuroscience (Dual Honours) · ESCP Business School, MSc Marketing & Creativity