Kamil Pawlik

Passionate builder and former semi-professional footballer · Forbes 30 Under 30

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I build companies and teams, from the first idea to a business that works. I co-founded DefendEye and took it through a $1.25M round and its first sale to a Ministry of Defence, doubled Sterling Angels' investments and members in two years, and today I co-own a fast-growing group of physiotherapy clinics in Kraków and back game studios as a Venture Partner at Erebor Capital. I build companies the way I trained for football: every day, with my whole heart, for the team. Always happy to talk about ambitious ventures where I can build as a co-owner, in AI, investment or leading a company.

Experience

Co-owner, Business · FizjoStyl – physiotherapy and osteopathy clinics
Kraków, Poland · Oct 2026 – present

- Co-own two clinics in Kraków. Revenue grew 2.6x in 2025, and by September 2026 it was already 2.9x the whole of 2025.
- Visits up 17% in the first month after I joined, with new patients up 17%.
- Leading the clinics' AI transformation: an automated patient journey, connected clinic data and a marketing dashboard that tracks retention and campaigns.
- Building a referral programme with doctors and partner clinics.

Co-founder, Business · ResearchTech – AI for investment teams
San Francisco, US · Poland · Oct 2025 – Sep 2026

- Led fundraising, our story and the work with clients, providing AI systems that help investment teams with sourcing, prospecting and due diligence.
- Backed by angels including the CEO and CTO of Ramp Network, Google's CEE Apps Lead and an early Lovable angel.

Venture Partner · Erebor Capital – VC fund backing premium game studios
Kraków, Poland · Mar 2024 – present

- Responsible for LP relations and fundraising for a specialist VC fund backing premium PC and console game studios.
- Supervisory board member at portfolio studio Soft Crunch Games (since Apr 2025).

Co-founder, Ops · DefendEye – autonomous dual-use drones
Poland · El Paso, US · Mar 2024 – Aug 2025

- Closed our first sale to a national Ministry of Defence.
- Built relationships with defence ministries, armed forces and security agencies across Europe, the US and the Middle East.
- Responsible for raising our $1.25M round, with investors from seven countries.

Analyst, Value Creation & AI · Everfield – vertical SaaS roll-up
London, UK · 2023 – Apr 2025

- Designed and ran internal workshops on AI tools and LLMs, and led Everfield's first AI rollout.

General Manager & Board Member · Sterling Angels – business angel network
Kraków, Poland · Oct 2022 – 2025

- Doubled investments and members in two years.
- 500+ startups reviewed, 20+ deals and €6M+ invested by our members.

Head of Ops · Onteon Tech – deep tech, distributed computing — Kraków, Poland · Mar 2021 – Jul 2022

- Led the company's day-to-day operations.
- Passed Stage 1 of the EIC Accelerator, the EU's flagship deep tech funding programme.
- Secured grants that funded our presence at several international conferences.
- Helped close a €125K bridge round and brought in a mentor who had taken two companies public on NASDAQ.

Co-founder, Ops · Brand Pixel – growth agency for DACH markets — Poland · DACH (DE, AT, CH) · Jan 2020 – Feb 2021

- Created and hosted Pixel Kaffee, a daily live show about doing business in the DACH markets: 150+ episodes, around 1,000 views each.
- Grew the company 300% year on year, then exited by selling my shares to my partners.

Founder · Early ventures — Poland · 2018 – 2020

- Started and ran three traditional businesses.

Leadership & Community

President · JCI Kraków – Deputy President 2025 · Board Member, JCI Poland 2025/26 — Kraków, Poland · 2026

- Host Business Inspirations, conversations with founders who grew companies to 500+ people and exited.
- Automated how the chapter runs with AI: a new website, a member panel and a recruitment pipeline.
- Lead our charity work, including a fundraiser that rebuilt a family's home after a fire.

Mentor, Innovations Hub Foundation · 2024

Founder & President, IT for Carbon Footprint Foundation · 2021

Co-founder, The Culture Brunch · 2018–2019

Co-creator & host, BizŁyk podcast · 2023–2024

Founder, Entrepreneurial House (co-living for founders) · 2018–2020

Lecturer, Ludwig von Mises Institute (KoLiber) · 2018

Speaking & Recognition

Forbes 30 Under 30 Poland · 2025

Speaker on building companies at Kraków Enterprise Mondays and SGH Warsaw School of Economics · 2025–2026

Events: World Police Summit (Dubai), Border Security Expo (Phoenix), Sea-Air-Space (Washington, D.C.), Disaster Expo (Miami), MSPO (Kielce), Navy Tech (Helsinki), VivaTech (Paris), Money20/20 Europe (Amsterdam), Malta EU Startup Summit, JCI European Conference (Oulu), Latitude59 (Tallinn), Hannover Messe, IoT Solutions World Congress (Barcelona)

Education

BA, Business Administration and Management (grade 5) · ASBiRO, Warsaw · 2021–2024

Postgraduate, Entrepreneurship in the Space Sector · Kozminski University · 2021–2022

Postgraduate, Machine Learning and Data Science (not completed) · University of Economics in Katowice · 2023

BSc, Physical Therapy · University of Physical Education in Kraków · 2014–2017

Languages

Polish (native) · English (professional)