

Professional experience

SberMarket (<https://sbermarket.ru>) | August 2022 – present | Engineering Unit Lead

SberMarket — is the #1 in e-grocery market in Russia in 2021-2022.

I lead an engineering in the field of hiring couriers, pickers, etc. as part of the OpsTech department. This is the brand-new unit of 3 teams and 25+ engineers. Our work is essential to the success of the company, because without sufficient amount of couriers and pickers we won't be able to fulfill all orders of our customers.

For the first year I was leading engineering in the field of Client Orders Assembly as part of the OpsTech department (4 teams with 20 engineers).

Key achievements:

- All stuck projects were completed by the end of Jan. 2023 (first 5 months in company). This resulted in 20%+ growth in key metrics of operations efficiency and huge savings for SberMarket. In the beginning, all projects were in delivery for 3 to 9 months with no transparency and without any releases.
- Set up a transparent and efficient delivery process. In Q1-Q3 2023 we delivered 96% features on time with ~50 days median Time to market.
- DORA metrics in Q2-Q3: 2-3 releases per day, CFR <4%, TTR <15 min.
- Launched initiative to move Orders Assembly from the company-wide Ruby monolith to Go microservices as part of SberMarket's MSA transformation. As for Sept. 2023, this is one of the most efficient and transparent project in MSA transformation in company.
- Reduced blockers and rework in feature delivery by introducing engineering design guidelines and definition of ready for features for OpsTech department (20+ teams).
- Reduced incidents in production caused by releases by introducing lightweight release guidelines for OpsTech department (20+ teams).
- Boosted teamwork culture to the next level by making teams more self-organizing.
- Formed a team of highly skilled teamleads: replaced 2/4 with new-hires, raised 2/4.
- Design observability metrics for Order Assembly business-processes, so everybody in business and tech can see degradation in terms of technical issues and operations efficiency.

Key technologies and practices: Go, Ruby, PG, Redis, Gitlab CI, Grafana, TBD, DDD, Agile, Kanban, SCRUM.

Atlas Biomed (<https://atlasbiomed.com>) | October 2020 – August 2022 | Head of engineering

Atlas — is a biomedical company where we use advanced technologies to create an ecosystem of preventive medicine based on DNA tests, Gut Microbiome tests and digital services.

Our key product is «interpretation» — a combination of research done by our scientists and developments, that allows us to process tests and user data in real-time for users in B2C, B2B and B2G segments.

In Atlas I lead the whole engineering department of 5 teams (up to 30 employees, distributed across Eastern Europe and Asia).

Key achievements as Head of engineering in Atlas Biomed Group Ltd.:

- Built an engineering department with 5 teams and 30 employees in just 4 months, starting with a team of 7 engineers.
- Built the process of newbie onboarding and successfully onboarded all new employees.
- Raised 3 middle level teamleads from developers and QA-engineer with a completely different backgrounds.
- Set up a new engineering processes and continuously evolved it.
- In 6 months launched completely new product — mobile app with for doctor's appointments, telemedicine (video, audio, and chat), electronic medical records, etc. All of this works on behalf of integrations with various hospitals in different cities.
- Developed a culture of open and ecological communications within the department.
- Successfully led the department through the separation into 2 separate businesses and 2 physically separated teams. Helped launch a new company, as well as recruited lost positions in my department in Atlas (5 people in 2 months).
- Introduced continuous work on company's infrastructure and technical debt. This led to an introduction of things like request logging and incident management, replacement of obsolete technologies and a number of vendor-locked solutions, updating frameworks, libraries, etc. and the transition of all projects to Docker and k8s.

Key technologies and practices: PHP, Python, Go, TS, React, Swift, Kotlin, PG, Gitlab CI, Grafana, DDD, Agile, Kanban, SCRUM.

Atlas Biomed (<https://atlasbiomed.com>) | January 2019 – September 2020 | Backend Teamlead

I was leading a team of 5 backend engineers working on API for our websites and mobile apps (PHP, Yii2, Symfony, Rest API, OAuth 2, DDD), in-house CRM (PHP, Yii2) and DNA/Microbiome interpretation systems (PHP, Python).

Key achievements:

- Reengineered process of DNA and Microbiome interpretation systems development to reduce bugs in results we give to our customers (it's a very sensitive information).
- Migrated company infrastructure from bare-metal to the cloud (AWS and Yandex.Cloud).
- Set up a CI/CD processes for a majority of backend projects.
- Introduced autotesting to the development process and built a process for continuously increasing the test coverage of all projects.
- High quality of releases. Only 1% of all releases led to fix within 24 hours and 3% to the fix in less than a 1 week. All this without QA team.
- Majorly refactored extremely legacy DNA interpretation system.
- Hired 3 PHP developers of middle and senior levels. As for 07 March 2022 all of them still works for the company (3 years, 2 years and 1,5 years respectively). One person got promoted to a teamlead position.

Atlas Biomed (<https://atlasbiomed.com>) | July 2017 – December 2018 | Backend Techlead

Key staff I was doing:

- Design and develop an API for our new Mobile application using “Backend Driven UI” pattern.
- Design and develop an API for new B2B application.
- Participation in development of the DNA interpretation system.
- Participation in design of the new Perspective Data Interpretation System.
- Some of DevOps staff.

API for Mobile application and B2B application was built using Backend for Frontend pattern with a usage of PHP, Yii2, Redis, Rabbit MQ и Codeception. While designing this project I used various patterns from DDD.

OOO “Blogun” (<https://blogun.ru>) | November 2015 – July 2017 | Techlead

Blogun - is an advertisement exchange with media, bloggers, etc on one side and advertisers on another.

Key responsibilities:

- Leading the development of the whole service with a team of 1 product owner, 1 QA, 1 backend developer and 1 frontend developer.
- Actively developing backend using PHP, MySQL, Redis, RabbitMQ, Rest API.
- DevOps

Net4ALL.RU gaming community (<https://net4all.ru>) | September 2008 – April 2018 | Founder

Net4ALL is a community based on our own game servers in various games of Counter-Strike franchise. It began as a hobby and evolved into a quite big project.

Key staff I was doing:

- Created the whole community from the scratch and led it for almost 10 years.
- Managed a team of "server admins" — someone like community moderators and product managers in one person. There were up to 50 "admins" with middle managers.
- Maintained project's infrastructure (websites, gameservers, etc).
- Developed websites for accounting and realtime management of gameservers.
- Developed modifications for gameservers. The key challenge here was that gameserver is a single-threaded application and the resources of even the most powerful processors on the market were not enough to support all desired features.
- Mentor 2 developers.

Education

M.S., Computer Science, 2017, Moscow Aviation Institute (National Research University), Moscow, Russia

B.S., Computer Science, 2015, Russian State Technological University named after K.E.Tsiolkovsky, Moscow, Russia

Courses

Stratoplan School, Online | February 2023 - February 2024 – CTO

Fedor Borshev School, Online | October - November 2021 – Async Architecture

PSY v IT, Online | April - June 2021 – Management in IT

Stratoplan School, Online | September 2019 - May 2020 – Teamlead

Devleads School, Moscow, Russia | 2019 – Teamlead in development

About me

Language skills: Russian – native, English – advanced (C1).

I am a passionate, methodical, and deeply analytical person. There are no unsolvable tasks or problems for me, and I strive to make any uninteresting task interesting so that it can be solved with pleasure. This allows me to succeed in what I do and keeps me moving forward.

In my work, I strive to provide my teams and each employee with the atmosphere, processes, tools and opportunities to do what they do best. This allows us to constantly move forward and always achieve our goals.

It's important to me to create a valuable and useful product for our clients, whether it's a person, another company or someone else.

I am constantly working on my personal and professional growth, as I believe it is the key to a better future for me and everyone associated with me and my work.