VERA S.

TEAM LEAD & ENGINEERING MANAGER (12+ YEARS)

- Technical expert with 12+ years in IT.
- Experienced Engineering Manager (5+ years)
- Set up delivery processes across multiple teams (5 teams in total, 20+ people).
- Certified Amazon AWS Solution Architect.
- Proven track of delivering high-quality scalable products with an emphasis on performance and reliability.
- Decent hands-on experience in programming languages (Java/Scala), and deep technical expertise in different areas (Amazon AWS, Kubernetes, Kafka, performance testing etc.).
- Comprehensive knowledge of SDLC methodologies.

SKILLS MATRIX

Skill	Experience, years	Last time used
Java	12+	2024
Spring	12+	2024
Hibernate	12+	2024
AWS (S3 API, SQS API)	7+	2024
Kubernetes	3+	2024

OTHER SKILLS AND TOOLS

Java frameworks (Spring, Quarkus), Kafka, AWS (EKS, EC2, RDS, DynamoDB, S3, Route53, VPC, IAM, WAF, Cloudfront, Cognito, ACM, Lambda, API Gateway, SQS, MSK), System Architecture Design, Microservices Architecture, Docker, Terraform, CI/CD Processes, Database Management (MongoDB, Postgres, SQL)

Engineering Leadership, Remote Team Management, Budgeting and OKR, Product Development and Roadmap Execution, Performance Optimization and Cost Reduction, Technical Debt Reduction

EMPLOYMENT HISTORY

Period	September 2023	Present
Project Roles	Engineering Manager	
Projects	An internationally recognized Germany Insurtech company, pioneering in peer-to-peer insurance and digitizing insurance services for major financial institutions like Deutsche Bank.	
Responsibilities & Achievements	- Led a department with 3 teams totaling 15 individuals, including managing managers. - Fostered a remote-first engineering culture - Conducted 1:1s, 360-degree feedback, and set SMART goals. - Introduced "diagrams as a code" C4 approach for organization-wide implementation - Contributed to release process improvements (flaky tests, release pipelines instabilities etc). - Supported customer base growth and sales opportunities through new insurance products. - Streamlined microservice architecture, reducing maintenance and costs. - Managed the department's budget in alignment with the company and partners' OKRs. **Achievements:** - Reduced the maintenance effort up to 20%. - Implemented a monorepo for UI to reduce issues and increase development speed up to 20%. - Doubled the release cadence, and decreased the release time to 50%. - Replaced gRPC with REST in 5 microservices.	
Environment	Java, Spring, Hibernate, PostgreSQL, REST, Amazon AWS (EKS, EC2, RDS, DynamoDB, S3, Route53, VPC, IAM, WAF, Cloudfront, Cognito, ACM, Lambda, API Gateway, SQS, MSK), Terraform, Docker, Kubernetes, Scrum	

Period	December 2020	September 2023
Project Roles	Engineering Manager	
Project	A technology company specializing in providing a unified marketing platform.	
Responsibilities & Achievements	• Hiring, management, and growing team members • Organize work in teams to deliver high-quality results based on the product roadmap • Demonstrate technical leadership to reduce technical debt and drive evolutionary architecture (scalable, performance-driven, and reliable solutions). • Ensure effective collaboration among streams and manage dependencies • Setting up a quality pipeline and development practices based on the best industry practices • Establish project management and communication plans, escalation procedures, change & risk management, and Agile ceremonies **Achievements:** • Successfully managed 2 teams (12 direct reports, 18 in total) • Hired the 1st team from scratch. Managed the team to deliver multiple customer-facing features. • Rebuilt the 2nd team, which was lost and demotivated. Managed the team to deliver the brand-new Tier 1 product. • Had one of the highest scores in the Engagement Survey (87/100) • Had zero attrition score for all the time. • Mentored less mature EMs. • Set up a predictable development process, all the products/features were delivered in time with 0 critical incidents. • Proposed many technical improvements in different areas. One of the features released by my team reduced the customer/company interaction from months to several days.	

	- Proposed several improvements to reduce operational costs. The latest suggestion saved 20k$ monthly.
	- Proposed and delivered several performance optimizations for one of the products. Performance was increased by 20%.
	- Won Q4 2021 Top Performer award.
Environment	**Technical**: API Development, Docker, SDLC, TDD, Kubernetes, Computer Science, Software Development, Performance Engineering, Continuous Integration (CI), Microservices, System Architecture, Product Development, Java, SQL, Maven, Git, JIRA, Junit, Amazon AWS, Apache Kafka, DevOps **Managerial**: Delivery Management, 360 Feedback, Coaching & Mentoring, Team Management, Constructive Feedback, Risk Management, Communication, People Management, Management, Technical Leadership, Scrum, Resource Management, Leadership, Hiring

Period	November 2012	December 2020
Project Roles	**Senior Software Developer, Team Leader/Manager**	
Projects	- **Hoot -** An IoT mobile project. - **Spectrum -** Company creates immersive video-driven learning technologies that help some of the world's leading organizations quickly deliver high-quality, cost-effective education programs anytime, anywhere. - **BURB-BIGD -** The aim of the project is to provide all needed data warehousing, analysis and ETL functionality on base of Hadoop framework including Hadoop Core, HDFS, Hive etc. - **EPMD-ISKL -** Presales proof of concept (PoC) project for a big insurance company. - **Carcode SMS -** A website plugin that allows mobile website shoppers to text with dealership staff. - **Adaptation Portal -** A project for organization the process of self-study different internal services according to user's needs (user's needs depend on the user's position, project and location). - **Sales Pipeline Forecast -** A system for revenue planning, forecasting and recognizing.	

Responsibilities & Achievements	▶ Grew from Junior Developer to Team Lead/Manager. ▶ Managed a middle-size team (4-12 people) and played a role of a Scrum Master ▶ Had 5 direct reports. ▶ Established delivery process across 5 teams (25 people in total). ▶ Delivered several features to customers, increased customer satisfaction. ▶ Worked in several domains (Travel, Food Delivery, Entertainment).
Environment	J6SE/J7SE, Spring (v3.1; v4.0), Hibernate 3.0, MyBatis 3.2, ExtJs 4.0, Drools 5.6, Apache Tiles 3.0, JSP 3.0, Thymeleaf template engine, Apache Maven 3.0, Git, SQL, Play (v2.3), Scala (v2.10), MongoDB 2.6, Akka 2.2, JavaScript (jQuery), Ajax, HTML5/CSS3, Jersey 2.17, PostgreSQL, Swagger UI, AWS (S3 API, SQS API), Python, Java, Apache Hive, Apache Zeppelin, Spark SQL, Merlin, Ambari, Java 8, Maven, Hive, HDFS, CDH, Oozie, Hadoop, Spark, PySpark, Jupiter, Play Framework, Slick, SBT, Team City, Groovy, MySQL.

EDUCATION

Education	State University of Informatics and Radio Electronics Computing Facilities, 2008 – 2013
Degree	Bachelor

LANGUAGES

Language	**Level**
English	Advanced

CERTIFICATES

- AWS Certified Solutions Architect – Professional, Linux Academy, 2020
- AWS Certified Solutions Architect, Amazon Web Services (AWS), 2020
- Reactive Architecture: Building Scalable Systems, Lightbend, Inc., 2020
- Reactive Architecture: CQRS & Event Sourcing, Lightbend, Inc., 2020
- Delivery Management School, EPAM Systems, 2020
- Reactive Architecture: Domain Driven Design, Lightbend, Inc., 2020
- Solution Architecture School, EPAM Systems, 2020
- Leading with Emotional Intelligence, Lynda.com, 2019
- Project Management Foundations, Lynda.com, 2019
- Transitioning from Technical Professional to Manager, Lynda.com,2019
- Reactive Architecture: Introduction to Reactive Systems, Lightbend, Inc, 2019
- ELTS (Academic) 7.0, Cambridge University Press & Assessment English, 2015
- M101J: MongoDB for Java Developers, MongoDB, 2014