

Head of Engineering | CTO | Engineering Executive

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Luxembourg | EU Citizen | Open to relocation (EU / Global)

EXECUTIVE SUMMARY

Technology Executive and Head of Engineering with 18+ years of experience building and scaling high-performing engineering organizations across diverse industries, including SaaS and enterprise platforms. Proven track record of leading teams of 100+ engineers and delivering robust, high-availability systems serving over 50 million daily users. Deep expertise in software architecture, cloud and hybrid infrastructure (AWS, Azure, on-prem), and distributed systems. Experienced in embedding AI and machine learning into products and operations to enhance user experience, automation, and efficiency, achieving measurable ROI and productivity gains. Certified in Brain-Based Leadership (NeuroLeadership Institute) and ACSPO, trusted by boards and founders to align technology execution, people, and strategy for long-term business impact.

CORE SKILLS

Leadership & Management: Team Scaling (6→100+ engineers), Cross-functional Leadership, Stakeholder Management, Agile Transformation, Delivery Culture Building, Performance Management, Technical Strategy, Architecture Governance, Budget Ownership, Security & Compliance Oversight (OWASP, GDPR)

Programming & Development: Java, PHP, Python, C++, JavaScript; Microservices, Domain-Driven Design (DDD), REST APIs, Distributed systems; Symfony, Spring Boot, Laravel, Phalcon, FastAPI, React, Angular

Infrastructure & DevOps: AWS, Azure, DigitalOcean; Docker, Kubernetes, Helm, Jenkins, GitLab CI, CircleCI, Trunk-based Development; ELK Stack, Grafana, Performance Tuning

Data & Messaging: MongoDB, MySQL, Redis, PostgreSQL; Kafka, RabbitMQ; ETL, Real-time Streaming

AI & Transformation: RAG-based AI, Agentic AI, AI Governance; Windsurf, Cursor, Claude Code, GitHub Copilot, Codex, Gemini CLI; Training Programs, ROI Optimization, Productivity Enhancement

Quality & Testing: TDD, ATDD, BDD, Shift-left Testing; Test Framework Development, Quality Engineering

Business & Strategy: ACSPO; Digital Transformation, GDPR Compliance, Enterprise Architecture; Brain-Based Conversation Skills® (NeuroLeadership Institute)

EXECUTIVE EXPERIENCE

Byborg Enterprises / DoclerHolding – Luxembourg	(Jul 2019 - Present)
Head of AI Transformation, Product Development	(Apr 2025 - Present)
- Led enterprise-wide AI adoption across 12 companies, guiding 500+ engineers through direct leadership and executive coaching, achieving an 86% adoption rate in 90% of organizations within the first rollout cycle. - Introduced an agentic AI coding-assistant program, including tool evaluation, developer enablement, and real-time productivity tracking; investing ~€60 engineer/month delivered up to 80% coding-time reduction and 5-8x speed gains for frontend tasks, generating a 2000% ROI. - Deployed RAG-based chatbots for internal knowledge management and customer interaction, defining KPIs; reduced feature-requirement preparation time by 20% through internal knowledge-center automation. - Implemented face- and object-recognition systems in support workflows, cutting moderation workload by 60% and reducing new-user registration time from one hour to minutes, directly improving customer onboarding metrics.	

- Managed deployment of a text-to-SQL analytical platform, automating ad-hoc query generation and reducing BI team workload by 40%, significantly democratizing data access for business teams and accelerating decision-making.

Head of Engineering

(Sep 2024 - Mar 2025)

- Built and managed a 100+ person organization spanning frontend, backend, iOS, Android, DevOps, QA, and AQA teams, introducing a unified management framework that enabled transparent performance tracking and structured career growth, raising internal mobility and retention by 15%.
- Directed engineering delivery, architecture, and quality across multiple product lines, aligning execution with business priorities and improving cross-team collaboration through agile, data-driven delivery practices that increased release predictability by 25%.
- Implemented automated delivery-monitoring frameworks that provided real-time visibility into velocity and quality, increasing team autonomy and cutting managerial overhead by 30%.
- Introduced data-driven performance management for engineers and teams, combining velocity, quality, and impact metrics to drive evidence-based planning and reduce delivery variance by 20%.
- Established a technical-roadmap governance model linking technical debt reduction and innovation to product priorities, ensuring engineers always had pre-aligned improvement work and eliminating idle time during roadmap gaps.
- Partnered with C-level executives to define technology strategy, positioning the engineering department as the company's innovation hub and piloting AI-assisted "design-to-code" workflows that achieved 5× faster UI delivery.
- Served as technical leader for Jasmin.ai, defining scalable system architecture and mentoring teams on RAG and prompt-engineering practices, launching the product to over 1 000 active users in its first month.

Engineering Manager

(Jul 2019 - Sep 2024)

- Scaled the engineering organization from 6 to 40 engineers by introducing a comprehensive hiring strategy, onboarding framework, evaluation system, and engineering excellence programs, building 3 cross-functional teams (backend, frontend, QA, design, BA, PO) and tripling the successful-hire rate.
- Established an Agile-based SDLC that enabled 20+ projects to run in parallel with 90% estimation accuracy, using machine-learning models to forecast load and team velocity for more reliable planning.
- Built a leadership pipeline by coaching 18 engineers into "feature-responsible" roles, creating a ownership model that was later adopted company-wide and reduced managerial dependencies across teams.
- Led a complete migration from monolith to microservices and modernized the client application into a mobile-first responsive design, cutting page-load time by 40% and improving release frequency, while implementing OWASP-based security audits and GDPR governance to strengthen compliance and data protection across the platform.
- Authored and implemented a fractal architecture framework that enabled feature extraction from services in under five days, dramatically accelerating innovation and time-to-market for new capabilities.
- Embedded TDD and shift-left testing practices that eliminated recurring production defects and established a "zero-bug-backlog" culture, positioning the department as a benchmark for quality.
- Designed and reviewed solutions for 50 M+ daily users, ensuring scalability at 400–500 RPS across 30+ microservices and maintaining top-tier system reliability.
- Directed a high-stakes virtual-currency migration that completed rollout with under five minutes of downtime and zero critical incidents, safeguarding customer balances and revenue continuity.

Engineering Manager – BBH Stockholm (formerly REMIT), Stockholm, Sweden

(Oct 2017 - Jul 2019)

- Architected Panini's eCommerce platform (Java, PHP, Kafka, AWS) for 30+ restaurants across Sweden, designing a microservice architecture focused on reliability, scalability, and security, integrated with Oracle POS terminals, and eliminating one-hour lunch queues through online pre-ordering and rapid fulfillment.

- Served as Lead Architect for MyVolvo, delivering a post-purchase service platform with mobile and Apple Watch integration; implemented modular architecture, TDD, and code generation, increasing feature-delivery velocity by 50% and reducing bug rates by 80%.
- Resolved a critical launch crisis for Nike's stadium product, assembling a cross-functional task force and redesigning key components to ensure on-time Christmas launch with zero downtime.
- Partnered with global teams in New York to introduce a fast, cost-efficient site-creation process for Hilton and Sheraton hotel chains, reducing build time and cost per property website by over 60%.
- Championed software excellence by promoting Domain-Driven Design (DDD) and Test-Driven Development (TDD), becoming a proactive conference speaker (350 + attendees) and publishing open-source DDD frameworks on GitHub adopted by multiple development teams.
- Led distributed backend teams across 9 countries, ensuring ~24/7 delivery capability and high-availability releases for global enterprise clients.

Senior Web Developer – Oracle, Ukraine

(May 2016 - Nov 2017)

- Introduced modular architecture for Oracle Field Service SaaS applications (PHP, Java, C++) used by global clients including BOSCH, AT&T, and Vodafone, improving scalability and maintainability and increasing delivery speed by over 30%.
- Embedded Test-Driven Development (TDD) practices across engineering teams, cutting feature-delivery time by 30% and raising code-quality scores, establishing new internal quality standards later adopted by adjacent teams.
- Presented architectural optimizations to Oracle's Architects Board, redesigning the routing subsystem and implementing containerization with Docker, delivering an 80% improvement in routing performance and enhanced system reliability.
- Built a custom API-testing framework from scratch, enabling rapid, repeatable test creation and reducing test-development time by 35%. A solution still in use within the organization.

EARLIER CAREER

- **Team Lead - Red Umbrella:** Led ERP distributed system development (10+ modules), introduced CI/CD practices.
- **Freelancer - Elance:** Delivered full-stack PHP/MySQL/WordPress projects for international clients.
- **Commercial Leadership** - IPElektrika, SWANG, INPRO Ltd.: Built CRM systems, drove online sales, and led business process reengineering.
- **Junior C++ Developer** - AVIANT: Developed CAD extensions for aerospace engineering.

EDUCATION & CERTIFICATIONS

- AI Strategy, MIT Sloan Executive Education - 2025
- Agentic AI, DeepLearning.AI (Andrew Ng) – 2025
- Software Design Masterclass (Eric Evans, DDD Academy) - 2024
- MSc, Aircraft Engineering – National Aerospace University (Ukraine)
- Advanced CSPO, unFIX, AI Governance, Kubernetes, ITIL - 2020-2024

COMMUNITY & LEADERSHIP

- International speaker (CodeId, Cyborg Summit, MobDev, others).
- Open-source contributor: DDD Skeleton(100+ GitHub stars), RocketTest (100+ GitHub stars).
- Founder of DDD knowledge-sharing Telegram channel.
- Board Member at LUKraine; mentor and coach.

LANGUAGES

English (Proficient) | Russian, Ukrainian (Native) | French, Luxembourgish (Basic)