# Andrew Kovalenko
## Engineering Manager

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## EXPERIENCE

- **17 years in software development, 5 years on leadership roles**
- **Proven record of delivering multibillion enterprise software products**

## SKILLS

| | |
|---|---|
| *Leadership:* | **Remote and Distributed Team Management, People-centric approach, Business Focus, Project Planning, Risks mitigation, Hiring, Problem Solving, Mentoring, Team culture building, Development process,** Performance Review |
| *Methodologies:* | **Agile Scrum,** Kanban, ~~Waterfall~~ |
| *Tech:* | **System design, Software Architecture, Rust, JavaScript**, **Go, Microservices, Dig Data, High Load, Kubernetes, AWS, Docker,** .NET, Mobile Development, Elixir, SQL, MongoDB, ~~Java~~ |

## SUMMARY

My philosophy on a management role is: "**Be a Leader, not a Boss**". That's why I pay extreme attention to **establishing trust** between me and my direct reports and peers. I invest a lot of effort in building an atmosphere of **psychological safety** and **open communication** in the team. I stay highly focused on people behavior and desires trying to provide people with opportunities to show their strengths. In the team I lead - **every team member's opinion is equally valuable** regardless of member's title. Keeping atmosphere in the team **healthy and friendly** is one of my top priorities.

I keep decision-making process transparent to team members where every team member is involved in it. I enjoy **mentoring people** on both technical and career growth aspects but at the same time I try to learn from them as well. Pair programming, offsite retrospectives, **team building events** and regular **1:1 meetings** are standard practices for the team I lead.

Speaking of "managing up" – I don't come with problems but come with proposals how to solve problems. Planning project delivery, identifying cross-team dependencies, engaging with peer teams to coordinate on dependencies delivery schedule, identifying risks and building plan "B" to mitigate those are standard practices I use while running any projects.

As for my **technical background** – speaking informally I'm a technical geek and STEM-evangelist. I strongly believe that there is nothing impossible for a technologist and desire to make the world better drives me in my tech career journey. Programming is not only a part of my job - it is also my hobby. I pay a lot of attention to fundamental software design principles such as SOLID, DRY, KISS and design patterns. I make sure my team follows best practices of software design such as hexagonal architecture, CQRS and Microservice Architecture which in combination with "**clean code**" culture allows team under my lead to keep software solutions well-structured and easy-modifiable.

I take an active part in **code-reviews** which allows me to stay current about the state of every task in a project without getting into "micro-management". At the same time, this allows me to "keep my finger on the pulse" of code quality and learn technical tools/approaches we use.

## WORK HISTORY

### Microsoft                                          November 2021 – Now

**Project:**          Rust language adoption
**Role:**             Technical Lead
**Technologies:**     Rust, Big Data, High load / high availability distributed systems

**Responsibilities:**   I'm proud to say that I was among initial 3 people how kicked off an initiative to adopt Rust programming language as a first-class citizen of Microsoft tech stack and empower Microsoft platforms to shift to a next level of efficiency and safety by. On this project I built the whole story for Rust at Microsoft making impact across multiple organizations. I had conduct a se t of technical researches and build cases of "Why Rust is a technology which could move us to the next level of cost efficiency and performance", help building and engineering team to drive Rust adoption, find products which may benefit from adopting Rust, build and organize delivery of various Rust-native components for those products and much more.

**Project:**          Office 365 Search
**Role:**             Technical Lead
**Technologies:**     Big Data, Proprietary Cloud Technologies, Microservices at large scale

**Responsibilities:**   I lead multiple engineering teams on the way to deliver cloud-based enterprise search solution operating on a data volume 30% bigger than Google Web Search.
We've built cost and performance efficient solution to store and search through enormously big amount of data. Optimized usage of this solution on Microsoft cloud at the world-wide scale. Team under my lead has built and successfully integrated set of solution to automatically scale our search solution and automatically maintain optimal throughput in a safe and cost-efficient way.

### Sage                                          September 2020 – October 2021

**Project:**          AI-powered experiences (https://time.sage.com)
**Role:**             Engineering Manager
**Technologies:**     Machine Learning, AWS, React, Go, Microservice architecture

**Responsibilities:**   I built from scratch a new team which drove creation of AI-powered user experiences and integration of those experiences into different Sage products. On this role I established processes around **defining product priorities, planning, creating of tech-design,** establishing **coding standards, code review process, product health monitoring, usage analytics** and **quality assurance.**
We **successfully drove** product through early availability stage and made it **generally available** with number of customers growing daily.
This team was created as a **distributed**, **fully remote** team with developers located on three different continents.

### ServiceNow                                          September 2018 – June 2020

**Project:**          ServiceNow Platform Search
**Role:**             Engineering Manager
**Technologies:**     Web Components, GraphQL, Java, MySQL, Machine Learning

**Responsibilities:** I took leadership on a team responsible for development and maintenance of ServiceNow platform search. I grew the team from 2 to 7 engineers. Established robust **feature delivery** and **quality control** processes and moved Search to a modern technologies stack significantly improving its performance and unblocking future feature improvement opportunities.

My daily responsibilities on this role were **hiring**, i**dentify product needs** and **priorities**, defining **success metrics**, **driving system design** discussions, running **project planning**, identify **cross-team dependencies** and coordinate cross-team efforts, **acting as a mentor** for direct reports and running **performance reviews**. I closely collaborated with product management on **defining product features and priorities** as well as ways to deliver those features in **realistic time-frames.**

This was a **distributed, US-based team** with cross-team dependencies on engineering groups located in India.

## Intuit                                            December 2014 – August 2018

**Project** TurboTax Online (https://turbotax.intuit.com)
**Role:** Tech Lead

**Technologies:** Node.js, REST, React, Redux, JavaScript / ES6, Mocha
**Responsibilities:** **Led development** of innovative customer experiences as well as core modules of **TurboTax Online**. **Create system design and architecture** of the software product, **chose technologies** and contributed to moving TurboTax Online to a cloud-based platform. Moved development process from waterfall-style to **agile-driven continuous-delivery**. Worked with product management organization on creating **set of metrics to measure product success**. Implemented framework to collect those metrics. Act as a mentor for **engineers** on my team. Identified cross-team dependencies and coordinated cross-team interactions. Took active part in production support during tax season.

## UIT                                              September 2013 – January 2016

**Project:** Mobin
**Role:** Engineering Manager
**Technologies:** Node.js, REST, Angular.js, Web API, HTML5, CSS3, Mobile Development

**Responsibilities:** Built robust software development process introducing **agile, test-driven development** and **continues integration** best practices**.** Started a new software development team and **grew it from 2 to 12 people in first year. Drove technical and system design discussions**. Ran hiring and performance evaluation processes. Ran whole development cycle process starting from **communications with customer,** defining **MVP feature-set** run **project planning** and finishing by creating **system design**, prioritizing tasks, driving daily development efforts, agile process, **team retrospectives, 1:1s** and organizing post-production support. Acted as a **mentor** and **career couch** for direct reports.

## Tillster                                          May 2014 - December 2014

**Project:** Burger King Mobile App (https://www.bk.com/app)
**Role:** Engineering Manager
**Technologies:** Cordova, Angular.js, HTML5, CSS3, Mobile Development
**Responsibilities:** **Hired** and lead **distributed engineering team** (US and Europe). Did **project planning**, task prioritization, **engineering capacity estimation**. Ran Agile Scrum process, **conducted performance reviews** and **1:1**s,

drove technical discussions, chose technologies. Provided career guidance and **acted as a mentor** for engineers.

## CTI                                                                June 2013 – April 2014

**Project:** PBS
**Role:** Senior Software Engineer
**Technologies:** ASP.NET MVC, HTML/CSS, JavaScript, Knockout.js, Sammy.js, Entity Framework, MS SQL, Dependency injection, N-tier
**Responsibilities:** Developed core features of the application, took active part in making technical design decisions, mentored teammates.

## UA Rank                                                            Nov 2010 – May 2013

**Project:** MMIT
**Role:** Lead Software Engineer
**Technologies:** ASP.NET MVC, HTML/CSS, JavaScript, Backbone.js, Dependency injection, CQRS
**Responsibilities:** Took active part in development of internal CQRS framework, developed reporting and analytics modules, integrated project with payment systems.

**Project:** Social Putts (https://socialputts.com/)
**Role:** Senior Software Engineer
**Technologies:** ASP.NET MVC, HTML/CSS, JavaScript, Knockout.js, Entity Framework, MS SQL, AutoFac dependency injection, AutoMapper, N-tier
**Responsibilities:** Led development, developed architecture and acted as a team manager of this project.

## Khartep                                                            May 2008 – Oct 2010

**Project:** ESMS
**Role:** Software Engineer
**Technologies:** C++, WinForms, Oracle DBMS, Oracle RAC
**Responsibilities:** Worked as a software developer of a high-load, real-time automated management system of an Ukrainian electrical network.

## TEC-3                                                              Aug 2007 – Apr 2008

**Project:** WHeat
**Role:** Software Engineer
**Technologies:** C++/.NET C#, WinForms, Oracle DBMS
**Responsibilities:** Worked as a software developer of a real-time data analytics system for electrical generators management.

## EDUCATION

2002 – 2009      Ukrainian National Airspace University
**Graduated as:**   **Master of Computer Science**