

Andrew Kovalenko

Engineering Manager

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Open for relocation to Austin, TX or Seattle, WA

EXPERIENCE

13 years in software development, 5 years on leadership roles

SKILLS

Leadership: **Remote and Distributed Team Management, People-centric approach, Business Focus, Problem Solving, Mentoring, Motivating, Recruiting, Team culture building, Project Planning, Engineering capacity and Task Complexity Estimation**

Methodologies: **Agile Scrum, Kanban, Waterfall**

Tech-stack: **JavaScript, Node.js, Go, Microservices, HTML5, CSS3, React, React Native, Redux, GraphQL, Webpack, AWS, Docker, Elixir, C#, Ruby, Swift, 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. I stay highly focused on people behavior, desires and opportunities to show their strengths. In a team under my 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 development process transparent to engineers and every team member is involved in the decision-making. 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 under my leadership.

As for my **technical background** – speaking informally I’m a technical geek and [STEM](#)-evangelist. I strongly believe that there is nothing impossible for an engineer and desire to make the world better drives me in my tech career journey. Starting early years, I demonstrated outstanding results in mathematics and physics but on an “Intro to computer science” class in a high school I found my real passion and made a decision about my future profession. I graduated with **Master’s Degree in Computer Science** in 2009. Programming is not only a part of my job - it is also my hobby. I enjoy learning new tools and technologies but at the same time I pay a lot of attention to fundamental software design principles such as [SOLID](#), [DRY](#), [KISS](#) and [design patterns](#). On all projects I follow software architectural approaches such as [N-tier](#), [CQRS](#) and [Microservice Architecture](#) which in combination with “**clean code**” habits allows me 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

ServiceNow

September 2018 – now

Project: ServiceNow Platform Search
Role: Engineering Manager
Technologies: Web Components, GraphQL, Java, MySQL, Machine Learning
Responsibilities: Lead a development team responsible for creating next generation search experience. Drive **architectural discussions**, do **project planning**, identify **cross-team dependencies** and coordinate cross-team efforts. Work on technical design of new features, lead search-related researches. Run hiring process, internships, **act as a mentor** for teammates, do performance tracking and **performance reviews**, drive capacity estimation, **define product priorities** and ways to deliver new features. Keep hands on code and contribute to core modules of the project, peek the right technologies and conduct code reviews.

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. **Drove technical-design discussions**, chose technologies and contributed to moving TurboTax Online to a cloud-based platform. Took active part in production support during tax season.

Project Fuego framework
Role: Senior Software Engineer
Technologies: React, React Native, JavaScript / ES6, Jest
Responsibilities: Contributed to development of “semantic UI” framework for Web, iOS and Android platforms. **Drove architectural decision-making process** and **led development** for mobile portion of the framework. Moved existing TurboTax features to a new framework.

UIT

September 2013 – January 2016

Project: Mobin
Role: Engineering Manager
Technologies: Node.js, REST, Angular.js, Web API, HTML5, CSS3, Mobile Development
Responsibilities: **Created technical design**, architecture and led development team. Ran whole development cycle process starting from **communications with customer** and **project planning** finishing **team retrospectives** and “1:1”. Acted as a **career coach** for teammates. Ran hiring and **performance review** process.

Project: Order tracker
Role: Engineering Manager
Technologies: Node.js, REST, Angular.js, Gulp, HTML5, CSS3, Less
Responsibilities: **Hired** and led **engineering team**. Drove engineering discussions and **tech design sessions**. Ran **Agile process**, did **project planning** and engineering capacity estimation. **Acted as a mentor** to engineers. Communicated with customers.

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 1:1s, 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
Graduated as: Ukrainian National Airspace University
Master of Science in Computer Science