Anton Kosenko

Engineering Manager

Location: Limassol, Cyprus

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About Me

Engineering Manager with 8 years of hands-on experience in backend and mobile development and 4 years in engineering leadership. I specialize in building high-performing teams from the ground up, elevated existing teams' performance, and driving large-scale organizational and technical changes aligned with company strategy.

My key strengths include a deep commitment to product quality, strong attention to detail, and the ability to navigate teams through complex and high-pressure environments. I've consistently helped teams not only survive challenges but emerge stronger and more effective.

I'm seeking opportunities to lead ambitious engineering teams, scale development processes, and deliver impactful technological solutions that drive real business value.

Experience

Senior Engineering Manager, Cluster Lead @ Developer Express, Inc.

Mar 2024 - Aug 2025

Managed three distributed cross-functional R&D teams, totaling 40+ engineers (10–15 per team), driving innovation and strategic execution across multiple product lines.

Key contributions:

- Led the development and implementation of the cluster's first AI features across all product lines (WinForms, WPF, MAUI), including an LLM integration API, AI chat, and Smart Paste
- Led non-AI feature development, such as a fully functional MAUI PDF Viewer, cross-platform templates, accessibility (A11Y) improvements
- Hired and onboarded manager for the MAUI Team, marking the company's first experience with managerial recruitment

- Actively participated in hiring and improving hiring and onboarding processes. Conducted over 100 interviews, hired or participated in the hiring of over 20 engineers
- Pioneered international hiring by recruiting first non-Russian-speaking employees in Hungary, Romania, and Serbia
- Designed and maintained the cluster's strategy using Balanced Scorecard framework
- Built a cross-functional management team to drive execution of the cluster's strategic goals
- Reduced annual cluster maintenance costs by 20% through process optimizations
- Transformed teams from Russian-speaking into multicultural, English-speaking teams
- Maintained team performance and retained 100% of key talent throughout the transformation

Responsibilities:

- Defining cluster strategy, setting and updating goals, ensuring their achievement
- Developing engineering managers, conducted reviews and mentorship
- Structuring the team, managing hiring and onboarding processes
- Monitoring technology trends, facilitating key technical decisions
- Implementing company-wide changes, reinforcing corporate values
- Optimizing processes, maintaining high performance standards, and addressing low productivity

Engineering Manager, Team Lead @ Developer Express, Inc.

Aug 2021 - Mar 2024

Managed cross-functional team of 10-15 professionals.

Key contributions:

- Migrated corporate CRM and ERP systems to microservices architecture and moved them to Azure hybrid cloud from on-premise deployment
- Launched full-featured MAUI UI components suite with industry-leading quality, outperforming competitors
- Boosted team productivity by 4x: Delivered double the output with 50% fewer developers via Scrum adoption, dedicated support roles, and performance tracking
- Led the relocation of 13-person team from Russia to Armenia, achieving 70% retention rate (highest organization-wide)

Responsibilities:

- Collaborating with PM and team to develop the product roadmap and growth strategy
- Organizing team workflows by dynamically adjusting plans, ensuring timely delivery, validating quality, and communicating changes clearly
- Providing technical expertise in gathering and analysing requirements, specification development while managing development processes according to standards
- Facilitating knowledge sharing through pair programming, collaborative problem-solving, and maintaining comprehensive documentation
- Conducting regular reviews and retrospectives, managing performance with timely interventions, and recognizing top performers

- Managing optimal team staffing and effective onboarding in alignment with budget and product lifecycle

Xamarin.Forms/MAUI Developer @ Developer Express, Inc.

May 2020 - Aug 2021

- Developed Xamarin.Forms and native (iOS & Android) UI controls (DataForm, Data Editors)
- Improved QA workflows by enhancing unit, integration, and UI tests
- Designed code-sharing architecture to migrate Xamarin.Forms controls to MAUI

Software Developer @ KartsUp

Oct 2017 - May 2020

- Developed comprehensive git-like version control and tracking services for architectural bureaus
- Developed complex CAD automation system for MEP (Mechanical, electrical, and plumbing) design in large-scale building projects as Autodesk Revit add-in
- Developed Licensing & Distribution service using WPF and WCF
- Contributed to cladding work automation in Autodesk Revit
- Developed tools for Roder's tents structure design automation

Education

Bachelor's degree, Computational and Applied Mathematics @ Tula State University

Sep 2015 - Jul 2019

Skills

Technical

- Main stack: .NET / C#
- Secondary stack (Commercial use): Java, Kotlin, Objective-C, Swift, C++, JS, Python
- Frameworks and platforms: ASP.NET Core, WPF, MAUI, Android, iOS
- CI/CD: TeamCity, GitHub, GitLab, Azure Pipelines, Azure Cloud, Docker

Managerial:

- Agile project management, Software Development Life Cycle (SDLC): Scrum, Kanban, XP, Waterfall
- Performance Appraisal: Performance Review, Personal Goals, PDP, PIP, Continuous Feedback, 1:1
- Change management: Prosci ADKAR, Kotter
- Process management & optimization
- Hiring, firing and onboarding
- Employee motivation
- Tools: Jira, Confluence, Trello

Languages:

- Russian - Native
- English - Proficient (B2)