

# Anton Kosenko

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## Engineering Manager

Location: Limassol, Cyprus

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## About Me

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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 led teams through challenges becoming stronger and more effective.

## Experience

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

*Mar 2024 - Aug 2025*

Managed three distributed cross-functional (developers, designers, technical writers, support developers, product manager) R&D teams with 40+ engineers (10–15 per team), driving development and company strategy 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, multinational, 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
- Moved several internal web-applications 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 software for architectural bureaus using microservices architecture
- 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**

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

*Sep 2015 - Jul 2019*

## **Skills**

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### Technical

- Main stack: .NET / C#
- Secondary stack (Commercial use): Java, Kotlin, Objective-C, Swift, C++, JS, Python
- Technologies and frameworks: ASP.NET Core, Kafka, RabbitMQ, Redis, PostgreSQL, WPF, MAUI, Android, iOS
- CI/CD: Docker, Docker Compose, Kubernetes, Azure Cloud,

### 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

Languages:

- Russian - Native
- English - Proficient (B2)