Timur Yakushev

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Summary

Results-oriented and highly motivated Technical Leader with 7+ years of experience in IT, specializing in QA automation, building and managing high-performing AQA teams, and developing robust testing frameworks for large-scale mobile applications. Proven ability to drive significant improvements in test coverage, regression testing efficiency, and product quality. Passionate about fostering a positive team environment, mentoring engineers, and leveraging a people-centric approach to achieve outstanding results. Currently seeking challenging opportunities to apply extensive technical and leadership expertise.

Experience

Ozon | Moscow (until 2022), Herceg Novi (2023-Present) *March 2021 – Present*

Head of Testing Department *(March 2024 – Present)*

- Lead and manage a team of 7 AQA engineers, overseeing sprint planning, 1-on-1 meetings, goal setting, and performance reviews.
- Drive strategic QA planning, cross-functional communication, and participate in technical committees.
- Responsible for recruitment, onboarding, and (partially) financial management for the department.
- **Key Achievements:**
  - Successfully scaled the team by 100%, hiring 5 engineers within 15 months.
  - Optimized the onboarding process, reducing new employee adaptation time by 30% through new documentation.
  - Conducted a comprehensive audit of QA processes and created extensive documentation in Jira for improved clarity and efficiency.
  - Developed documentation estándares for analysts, enhancing cross-team collaboration.

Senior Test Engineer *(March 2022 – February 2024)*

- Mentored team members, designed and developed complex test scenarios, and led initiatives to improve test architecture.
- Conducted code reviews for test automation scripts and actively participated in testing new features.
- Played a key role as an informal leader and participated in the hiring process.

- **Key Achievements:**
  - Spearheaded the initiative to implement the Page Object pattern and developed an additional wrapper over Kaspresso, significantly improving test readability, maintainability, and development speed.
  - Instrumental in achieving 80% UI test coverage for a large-scale application (1M+ users), reducing full regression testing time to under 15 minutes for 400+ UI tests (6000+ test cases), and maintaining 0 critical user-affecting bugs for 4 years.
  - Successfully onboarded and delegated responsibilities to new team members, including a developer transitioned to QA who now leads framework support and code reviews. Fostered leadership skills within the team by delegating mentorship tasks.

Test Engineer *(March 2021 – March 2022)*

- Responsible for testing new features and performing regression testing.
- Took the initiative to organize the department's initial work processes, including selecting testing frameworks and creating foundational documentation.
- **Key Achievements:**
  - Pioneered the adoption of Kotlin and Kaspresso for UI autotests, co-developing the initial test framework skeleton with the lead developer. This initiative significantly reduced manual regression efforts.
  - Led the effort to automate over 4,000 deeplink test cases, substantially improving testing efficiency.

Akvelon | Ivanovo, then Krakow *April 2019 – January 2021*

AQA Mobile Engineer

- **Microsoft Power BI Project:**
  - Developed unit tests for database connectivity using NTLM and Kerberos protocols in C#.
  - Participated in regular meetings with the Seattle-based team.
  - Contributed to ensuring robust data source connections for Power BI services.
- **Smartsheet Android Project:**
  - Developed new Android UI autotests based on provided scenarios using Java and Robotium.
  - Maintained and refactored existing legacy autotests, improving test suite stability ("greening").
  - Contributed to enhancements of the existing testing framework.
  - Gained significant experience with large-scale mobile test automation (over 7,000 tests) and CI/CD pipelines using Jenkins and Groovy.

Education

National Research Nuclear University MEPhI (Moscow Engineering Physics Institute), IATE Branch | Obninsk, Russia *Medical Physics (Incomplete Higher Education) (2010 – 2015)*

Skills

Technical Skills:

- **Languages:** Kotlin, Java, Python, C#
- **Automation Frameworks & Tools:** Kaspresso, Appium, Selenium, Espresso, Robotium, Allure Report, Marathon
- **Test Management & CI/CD:** Jira, Confluence, TestRail, Jenkins, GitLab CI, Azure DevOps
- **Version Control:** Git
- **Databases:** MS SQL, PostgreSQL (basic administration, migrations)
- **Methodologies:** Agile, Scrum, Kanban, Waterfall, BDD
- **OS:** Android, iOS, Linux, macOS, Windows
- **Other Tools:** Charles Proxy, Postman, Load Testing tools, Log Analysis tools

Soft Skills:

- Leadership & Team Management
- Recruitment & Onboarding
- Mentorship & Delegation
- Problem-Solving & Analytical Thinking
- Communication & Collaboration
- Attention to Detail

Languages:

- Russian: Native
- English: Advanced
- Serbian: Intermediate

Courses

- Project Management (Internal Ozon Course)
- Effective Recruitment Strategies (Internal Ozon Course)
- Management for Line Managers (Internal Ozon Course)