

# Andrei Bazlov

📍 Serbia | Age 33 | Russian citizen | Russian (Native) | English (A2)  
📌 Chief Operating Officer • Head of Operations • P&L Owner  
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## Summary

Operations leader with 10+ yrs of experience in IT. Grew from junior marketer to COO in 8 years within one company. Expertise: scaling teams, implementing HR systems, building and optimization process, full P&L management. Managed portfolio of ~60 projects in FinTech, E-commerce, EdTech, B2B/B2C.

## Skills

- Full P&L ownership: plan/fact control
- Building processes from scratch 0→1
- Operational analytics and reporting
- Team development and motivation
- Full-cycle hiring and onboarding
- Grading, 1:1, KPI, performance reviews
- Methodologies: Agile, Scrum, Kanban
- Web Analytics: GA4, Yandex.Metrica
- Tools: Jira, Planfix, Miro, Notion, Google Workspace

## Education & Certifications

- Higher Education: Engineer-Manager 2009–2014
- TeDo: Key Managerial Skills 2023
- Coursera: Agile with Atlassian Jira 2025
- AJTBD Zamesin: How to Build Products 2025

## Additional Info

- Open to relocation or remote work
- Proficient with AI tools
- Maintain personal blog on AI, processes and operations management
- Experience managing remote teams 3 years

## Work experience

### Chief Operating Officer (COO)

Digital Agency | Jul 2023 – Jul 2025 (2 years)

Full operational management of agency: P&L, budgeting, production, customer services. Reported to the board, participated in strategic sessions and annual planning.

#### Key results:

- Scaled revenue x5 in 2 years, increased margin 44%→53%
- Grew team to 30+ headcount through HR systems improvements
- Improved client NPS 60%→70%
- Launched internal SEO academy: attracted 10 interns per year, reduced hiring costs by 40%

### Head of Production → CTO

Digital Agency | Jul 2018 – Jun 2023 (5 years)

Built production department from scratch to 20 staff. Promoted to CTO in 2021. Managed cross-functional teams (development, design, marketing, account management). Direct collaboration with founder. Controlled budget (payroll, contractors) and project KPIs.

#### Key results:

- Achieved >90% on-time project/tasks delivery through tracking system, workload management
- Implemented HR processes: grading, competency maps, performance reviews
- Automated operational processes (migration to Planfix CRM, workflow algorithms)
- Implemented project profitability tracking system (P&L to net profit)

### SEO & Digital marketing → Group Lead

Digital Agency | Jul 2017 – Jun 2018 (1 year)

SEO for large-scale projects (keyword clusters >30k), UX/UI audits, A/B testing, ORM, SERM. Grew from junior to group lead (4 people).

### Internet Marketer

In-house Company | Jan 2016 – Jun 2017 (1,5 years)

Full-cycle performance marketing: PPC advertising (Google Ads, Yandex.Direct), email marketing, web analytics, content strategy. Worked directly with CEO.