Andrei Bazlov

📍 Serbia | Age 33 | Russian citizen | Russian (Native) | English (A2)
📌 Chief Operaitng 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

About me

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

   I started my career in digital marketing from the ground up and gradually moved into operations leadership. This journey gave me a dual perspective on business: from «inside» (how SEO, marketing, and product work) and from «above» (how to manage teams, processes, and P&L).

Work experience

Fractional COO
Lisn App | Dec 2025 – Feb 2026 (3 months)

   Establishing operational and financial infrastructure for a B2C EdTech SaaS. Focus: P&L optimization, team structuring and preparing the product for scalable paid acquisition. Direct report to Founder. Part-time.

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 x3 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 60%

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.