

# Maxim Marshak

outside the Russian Federation

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Facebook: <https://www.facebook.com/bormaxi/>

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Languages: Russian (native), English (pre-intermediate), Italian (beginner), Pushtu (specific translation), Georgian (specific translation)

## Specialization and professional skills

I develop and investigate on Python, Node.js, Perl, Bash with OSINT, community & DevOps activities and practices. Sometimes I hire targeted for positions in the IT level from middle+, with relocation outside Russia, write about hiring in IT, HR Tech, development and participate in various professional communities. I do not consider offers from russian corporations, state structures, and office work within Russian Federation. Now I leave Russia.

## Work experience

**Dec 2021 - Present, NDA, outside the Russian Federation, Python, Node.js, Perl Developer & Investigator**

I develop backends and various automations and investigations on Python, Node.js, Perl. I do some server logic, REST API, imports, exports, data parsing, scrapers, data enrichment and various other tricky things. Sometimes I am very targeted in hiring for IT companies (remote job and relocation outside Russia), market analytics, and help in the development of professional communities.

**Nov 2015 - Nov 2021 GoodJob Hiring Agency, Novosibirsk, Russia - Owner**

A small warm tube recruitment agency. Recruitment geography: Novosibirsk, remote location, relocation from the Russian Federation to Europe (I took more than 150 people outside the Russian Federation). Hiring candidates in IT from the middle level. Automated candidate database of 30+ thousand people. I created my own community, for 6 years I gained a lot of connections and insights among different companies at different times in the team from 1 to 6 recruiters.

**Jun 2019 - Mar 2021 Improve Group, Novosibirsk, Russia - IT Head Hunter**

The best all-time IT company in Novosibirsk, mobile application development. Hiring employees, hiring employees, hiring employees. First he worked under a contract, then in the state. The company closed in 2021.

**Jun 2018 - Jun 2019 Angry HR Community, Novosibirsk, Russia - Online Content Moderator**

Moderator of the largest public for HR specialists in Russia.

**Jun 2017 - Jun 2019 FriendWork ATS, Saint-Petersburg, Russia - Consultant**

Recruiting automation system. Acted as an expert when testing new system functions.

**Aug 2017 - Sep 2018 FIS Group, Novosibirsk, Russia - General HR Manager**

Banking software company. Recruitment, work with internal HR processes, motivation, retention, HR strategy. Hired 100+ people in the company, implemented ATS. After leaving the operating activities of the company, I hired students for internships.

**Nov 2016 - Apr 2017 ClearScale, Novosibirsk, Russia - Backend Node.js Developer, contract job**

Developing a media management project using AWS Lambda & DynamoDB.

May 2016 - Nov 2016 **TION, Novosibirsk, Russia** - *Information Technology Team Lead, contract job*

Development of projects for air quality monitoring. Managing and build processes for a team of 7 people.

Dec 2015 - May 2016 **AppGenomics, Novosibirsk, Russia** - *Backend Node.js Developer, contract job*

Development of a server on a node.js for the analysis of medical information. The project went to the customers in USA.

Dec 2014 - Apr 2015 **EleFun Games, Novosibirsk, Russia** - *Backend Node.js Developer, contract job*

Online shooter server development on node.js.

May 2014 - Nov 2015 **Plamee, Novosibirsk, Russia** - *Backend Node.js Developer*

Match-3 social game server development on node.js.

Jun 2011 - Apr 2014 **Web study, Novosibirsk, Russia** - *Backend Developer*

Various projects for clients (various sites & web services).

Aug 2010 - Jun 2013 **Katren, Novosibirsk, Russia** - *ERP/CRM Developer*

Large system development for managing a pharmaceutical retailer.

Apr 2002 - Jun 2010 **TOP-KNIGA, Novosibirsk, Russia** - *Software Developer, DevOps Lead*

Development of numerous backends and integrations managed biggest bookseller's retailer infrastructure for more than 200+ servers and 300 subsystems and services in production and test.

## Technology stack

- Python, Node.js, JavaScript, Perl, Bash

- PostgreSQL, MongoDB, MySQL, Redis, Django, Celery, RabbitMQ

- AWS (EC2, Amplify, S3, RDS, Route 53, DynamoDB), ClickHouse, Prometheus, Grafana, Zabbix, Jira administration

- Async.IO, AIOgram, Google API, Nest.js, Express, REST API, Swagger, and some frameworks & tools for highload, queuing, mutli threading, multi processsing, sharding, etc.

- Selenium, Puppeteer, Apify and at different times a bunch of all sorts of exotics, mainly integration, for parsing, scraping, crawling and data enrichment

- Various protocols related to e-mail (POP3, IMAP, MTU logs, verification and validation of addresses through various services, mass mailings)

- Linux (Ubuntu, Debian, Kali, Amazon Linux, Arch Linux, Parrot OS, Mikrotik OS, CentOS, FreeBSD), MacOS, Windows, Virtualization (VirtualBox, Vagrant, VMWare), Docker - at the level of normal, advanced in places, DevOps. I have the talent to install and configure any software so that it works on any systems and configurations

- C++ as a secret rarely used skill, Delphi, Embarcadero, VBScript as oldfag )

- Java, .NET - at the level of "I can, but without fanaticism"

- PHP - at the level of "collect or fix something quickly"

- Vue, React - at the level of understanding how it works (there is no industrial experience in frontend development). UX, Figma, CSS, Styles - I can make it nice if needed

## Education

### **Novosibirsk State University**

1997 - 2002, Faculty of Mechanics and Mathematics, specialty programming

1998 - 2003, Faculty of Humanities, specialty History

### **Novosibirsk State Pedagogical University**

2005 - 2007, Faculty of Psychology, specialty Clinical Psychology

## Other

Interests: OSINT, investigative journalism. Swimming, instructor in water tourism (more than 100 alloys of all categories on mountain rivers).

A millionaire publication on Habr, which has long become a classic for QA and is used to teach juniors:

<http://habrahabr.ru/post/193902/>

Driving license category "B".