

Contact

Almaty, Kazakhstan
+77771250964 (Mobile)
marshak.maxim@gmail.com

www.linkedin.com/in/maxim-marshak (LinkedIn)
github.com/bormaxi8080 (Portfolio)
twitter.com/HiddenDjoker (Blog)
www.facebook.com/bormaxi/ (Personal)

Top Skills

Communication
Technical Recruiting
Investigation

Languages

Russian (Native or Bilingual)
Pushtu (Limited Working)
Italian (Elementary)
Georgian (Limited Working)
English (Elementary)

Publications

A Pencil test article which has long become a classic for QA and is used to teach juniors

Maxim Marshak

Sociopathic cat lover. OSINT activities & Investigations | DevOps | Python | Node.js | Perl | Bash. Sometimes hiring in IT. Twitter: @HiddenDjoker
Almaty, Kazakhstan

Summary

I develop and investigate on Python, Node.js, Perl, Bash with OSINT, Cybesecurity & 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.

My soft skills and communications:

- Strong skills in hiring specialists in various career areas, mainly IT. Extensive experience in hiring and relocating specialists from Russia, all kinds of communications
- Experience in searching for people, facts from various sources, in social networks monitoring and promoting communities, including closed ones
- Interest in the application of OSINT techniques, research and investigations. Experience in automating, developing and configuring solutions for managing ATS and some databases with data about people and some artifacts to research it

My technical 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, Huginn, Jira administration
- 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 a talent to install and configure any software so that it works on any systems and configurations

- Some frameworks & tools for highload, queuing, multi threading, multi processing, sharding, etc. for building optimal technical solutions

- Selenium, Puppeteer, Apify, Playwright, Crawlee 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)

See <https://github.com/bormaxi8080> for details.

You can contact me on Twitter: @HiddenDjoker or Telegram: @bormaxi

See <https://www.linkedin.com/in/maxim-marshak/details/featured/> for my OSINT, DevOps and Development tools collection.

Experience

Secret NDA Place

Python, Node.js, Perl Developer & Investigator

December 2021 - Present (1 year)

Remote

I develop backends and various automations 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) and help in OSINT investigations and development of professional communities.

GoodJob Hiring Agency

Owner

November 2015 - November 2021 (6 years 1 month)

Novosibirsk, Russia

A small warm tube recruitment agency. Recruitment geography: Novosibirsk, remote location, relocation from the Russian Federation to Europe (I took more than 250 families outside the Russian Federation and friends gave me the nickname "Russian Schindler"). Hiring candidates in IT from the middle level.

Automated candidate database of 50+ thousand people. I created my own community, for 6 years he has gained a lot of connections and insights among different companies at different times in the team from 1 to 6 recruiters.

Improve IT

IT Head Hunter

June 2019 - March 2021 (1 year 10 months)

Novosibirsk, Russia

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.

Angry HR Community

Online Content Moderator

June 2018 - June 2019 (1 year 1 month)

Novosibirsk, Novosibirsk, Russia

Moderator of the largest public for HR specialists in Russia.

FriendWork Recruiter

Consultant

June 2017 - June 2019 (2 years 1 month)

Saint Petersburg Metropolitan Area

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

FIS

General HR Manager

August 2017 - September 2018 (1 year 2 months)

Novosibirsk, Russia

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.

ClearScale

Backend Node.js Developer

November 2016 - April 2017 (6 months)

Novosibirsk, Russia

Developing a media management project using AWS Lambda & DynamoDB

TION

Information Technology Team Lead

May 2016 - November 2016 (7 months)

Novosibirsk, Novosibirsk, Russia

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

Execution LLC

Backend Node.js Developer

December 2015 - May 2016 (6 months)

Novosibirsk, Russia

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

Plamee

Backend Node.js Developer

May 2014 - November 2015 (1 year 7 months)

Novosibirsk, Russia

Match-3 social game server development on node.js

EleFun Games

Backend Node.js Developer

December 2014 - April 2015 (5 months)

Novosibirsk, Novosibirsk, Russia

Online shooter server development on node.js

Web studio

Back End Developer

June 2011 - April 2014 (2 years 11 months)

Novosibirsk, Russia

Various projects for clients (sites & web services).

Katren

ERP/CRM Developer

August 2010 - June 2013 (2 years 11 months)

Novosibirsk, Russia

Large system development for managing a pharmaceutical retailer

Top-Kniga

Software Developer, DevOps Lead

April 2002 - June 2010 (8 years 3 months)

Novosibirsk, Russia

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

Education

Novosibirsk State University (NSU)

Faculty of Mechanics and Mathematics, specialty programming · (September 1997 - May 2002)

Novosibirsk State University (NSU)

Faculty of Humanities, specialty History · (September 1998 - May 2003)

Novosibirsk State Pedagogical University (NSPU)

Faculty of Psychology, specialty Clinical Psychology · (September 2005 - May 2007)