

Maxim Marshak

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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, mutli 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.



SKILLS

- ☐ Communication
- ☐ Technical Recruiting
- ☐ Investigation
- ☐ Source Intelligence
- ☐ Parsing

- ☐ **Python (Programming Language)**
- ☐ **Linux**
- ☐ **Enterprise Resource Planning (ERP)**
- ☐ **Human Resources (HR)**
- ☐ **Integration**
- ☐ **Django**
- ☐ **Node.js**
- ☐ **JavaScript**
- ☐ **PostgreSQL**
- ☐ **Shell Scripting**
- ☐ **Hiring Practices**
- ☐ **Data Privacy**
- ☐ **DevOps**
- ☐ **Recruiting**
- ☐ **Headhunting**
- ☐ **C++**
- ☐ **REST APIs**
- ☐ **Software Development**
- ☐ **Problem Solving**
- ☐ **HTML**
- ☐ **Celery**

- ☐ **PHP**
- ☐ **Talent Management**
- ☐ **OS X**
- ☐ **Executive Search**
- ☐ **MongoDB**
- ☐ **Creative Writing**
- ☐ **System Monitoring**
- ☐ **Perl**
- ☐ **IT Recruitment**
- ☐ **Hiring**
- ☐ **Amazon Web Services (AWS)**
- ☐ **Cybersecurity**
- ☐ **Redis**
- ☐ **System Administration**
- ☐ **Research**
- ☐ **International Relocations**
- ☐ **RabbitMQ**
- ☐ **Docker Products**
- ☐ **Web Scraping**



Python, Node.js, Perl Developer & Investigator,

2021-12 — Present

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.

Owner,

2015-11 — 2021-11

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.

IT Head Hunter,

2019-06 — 2021-03

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.

Online Content Moderator,

2018-06 — 2019-06

Moderator of the largest public for HR specialists in Russia.

Consultant,

2017-06 — 2019-06

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

General HR Manager,

2017-08 — 2018-09

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.

Backend Node.js Developer,

2016-11 — 2017-04

Developing a media management project using AWS Lambda & DynamoDB

Information Technology Team Lead,

2016-05 — 2016-11

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

Backend Node.js Developer,

2015-12 — 2016-05

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

Backend Node.js Developer,

2014-05 — 2015-11

Match-3 social game server development on node.js

Backend Node.js Developer,

2014-12 — 2015-04

Online shooter server development on node.js

Back End Developer,

2011-06 — 2014-04

Various projects for clients (sites & web services).

ERP/CRM Developer,

2010-08 — 2013-06

Large system development for managing a pharmaceutical retailer

Software Developer, DevOps Lead,

2002-04 — 2010-06

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)

1997-09 — 2002-05

Novosibirsk State University (NSU)

1998-09 — 2003-05

Novosibirsk State Pedagogical University (NSPU)

2005-09 — 2007-05



SERVICE

Community Volunteer, Nuremberg Trials 2.0

2022-02

A project aimed at identifying citizens who publicly supported the Russian invasion of Ukraine in 2022.



WRITING

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

2013

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



TESTIMONIALS

Dmitry Kozlov

Maxim has strong OSINT-research skills, has many tools and techniques for collecting and analyzing data, and has problem-solving mindset.

Eugene Kropotkin

Maxim Marshak is an experienced and talented recruitment manager has a deep technical background. All my friends recognizes him for his friendly nature and HR skills. He is always open to listening to customers needs and never compromises his professionalism, integrity, and work ethic. Also his technical background allows him to be competent in details of skills checking

Vladimir Vinnikov

It's always a pleasure to work with Maxim. He puts his impressive set of hard skills to a good use. If provided with an architecture outline or a mathematical model or an algorithm, he will come with a decent software solution of an underlying problem. Maxim is more than competent in a cybersecurity sphere. You can rely on him that it will be no situations with any data being compromised.

Oleg Nikitenko

I know Maxim in Python/DevOps/Test Automation areas. He is a great specialist. He always opened for support, help, new areas learning. I may to recommend him always and everywhere. Have you a Good Luck, Max ..!

Yanina Yakovleva

Давно и с удовольствием слежу за креативными постами Максима. Душевный Джокер стал необходимостью в наше непростое время.

Alisa Tebaeva

I know Max since 2018 when he used to administer one of the biggest communities for Russia's HR professionals in Facebook. It was the time when I started my own private practice in training and we often discussed with Max how to balance the needs of corporations and the desires for employees (and whether it is wherever possible) and what are key competencies for HR to be successful.

But our true friendship started in 2022, when I decided to leave Russia after the start of war. Just a few people were aware of it, and Max was really caring whether my plan is working out and was indeed happy when everything turned out successfully. It was also valuable as for many years Max was recruiting IT and other Tech specialists for foreign markets.

Max, good luck in all your endeavours! You bring passion in everything that you are doing and this is truly inspiring.

Alina Runova

Maxim is an experienced and talented recruitment manager and Software developer. This great combination helps him to understand his candidate for 100% better than any other recruiters can do :)

Also, I found him a professional with great development experience and profound knowledge with a positive attitude Any team would be lucky to have Maxim, and I couldn't recommend him more for any business looking for new talent!

Evgeniy Vovney

I recommend Maksim as a good specialist in IT recruitment, research, monitoring of social services and communications, who develops technical solutions in these areas.

Nika Kvasha

I am very grateful to Max for his consultation about programming and HR. It helped me to build my strategy and move on with inspiration.