

PERSONAL SUMMARY:

Self-motivated, results-driven professional with a progressive management career with technical experience for over 20 years in IT industry. Highly effective communicator and leader with proven ability to build long-term relationships with internal team and external customers by establishing a high level of confidence and trust. Visionary leader with a keen understanding of business priorities and demonstrated expertise in rapidly changing business goals. Local and overseas (8 years in Australia) IT industry experience allowed to build high credibility and more effective management skills.

Selected Highlights

Hands on experience in setting up software development offices in Ukraine. Built up the office and the team from the ground up, building Development and QA departments. Set up and maintained software development process. Delivered smooth and efficient operation of the production offices for over 16 years.

Deep understanding of the technical aspects of software development and quality assurance.

Overview of Expertise:

- Engineering management • SD Process improvement
- Strategy & Execution • Project Management
- Interview & employee selection • Software Development cycle
- P&L responsibilities • Budget Management
- Resource Management • Troubleshooting/Resolution
- IT Security • IT Support

Technical knowledge:

Java, Java Script, Go Lang,	Databases: MySQL,
C++, Drupal CMS, NodeJS,	MariaDB, MS SQLJMeter
ReactJSMS Visual .NET	(WEB app performance
(C++,C#,VB), asm	testing tool)Windows (XP -
x86Atlassian Jira,	11), Linux (Ubuntu)IT
Confluence, Redmine	Administration, IT security

WORK HISTORY:

TECHNICAL MANAGER/CTO

JUL 2021 – JAN 2024

H&J INTERNATIONAL TECHNOLOGY, UKRAINE

SOLID LEISURE, FROM MAR 2023

Provide leadership and direction in overseeing the performance up to 30 employees across remote work locations. Manage and supervise operations of the remote project team. Provided full view, support and direct reports to company CEO, COO on all operational and organization matters.

Projects and achievements:

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- i SLOT project: live video stream pattern/events recognition and API development. Done proof of concept recognition for video slot games, solution is able to recognize free spins, start/end of the round, individual items on the wheel (for mini Jackpots)
- Delivered 14 blockchain-based social games with a focus on checking and providing fairness features. Out of these, 8 games were successfully brought into production for clients. Games like, Moon, HiLo, Dice Coinflip, Roulette, Mines, Stairs, Plinko
- Delivered 12 games to be used as non-blockchain games, integrating them into a thirdparty game platform.
- Implemented a few decentralized social games (DAPP) to use betting data directly from the blockchain. The project was cancelled due to a change in business directions.
- Led the deployment of ORI casino games (Go Lang based) with the team, project was ready to be deployed, despite very limited documentation and support, the project itself was later cancelled.
- Conducted research and preparations for the Big Data Warehouse project, including project architecture and high-level design. Planned for massive data migration (~70Tb of data) and real-time data processing, data visualization and analysis
- Delivered (and deployed to UAT) Back End part of the Global Gaming Platform (GGP), which was designed to support 100,000 simultaneous game users. The platform aimed to provide scalable and distributed environments for game providers

and casinos, allowing integration with third-party game vendors and clients.

- Delivered MVP 1.3 the Back Office project as part of GGP, focusing on managing users, clients (casinos), and game vendors. The project aimed to set bet limits, provide visualization and statistical analysis but was cancelled due to a lack of features on the Front End part.

- Delivered a Demo Game Lobby (demo) to demonstrate existing games developed by the team and integrate with other game vendors, including AS Games, "E-Bingo & Color games," and 3D Table games. Additionally, integrated the Bingo Plus client/casino. The team prepared both the Front End (FE) and Back End (BE) parts for integration. The project was cancelled in favour of the i SLOT project.

Roles and responsibilities that were conducted as part of the position:

- Senior Project manager (regular updates and reports about project progress and schedule), planning and resource allocation
- Software development manager/team manager (including updating and maintaining SD process in Jira and Confluence, Kanban/SCRUM)
- HR manager (HR/social skills interviews, technical interview for the cases when there were in house technical skills for particular position, update Job descriptions), recruitment plans
- Devops team leader – setting up tasks related to Devops part of the project
- CTO – oversight of technical solutions/architecture, review, corrections and technical research directions

COUNTRY MANAGER/PRODUCTION UNIT DIRECTOR

AUG 2013 – JUN 2020

SMILE, KIEV, UKRAINE (HEADOFFICE IN PARIS, FRANCE), FORMER Adyax (till SEP 2018)

Provide leadership and direction in overseeing the performance of more than a 100 employees across company offices. Manage and supervise operations of the company offices in Kiev, Kharkov, Lutsk, Rovno, Lvov, Zhitomir, Krasnodar, Chisinau. Provided full view, support and direct reports to company CEO, COO on all operational and organization matters.

List of primary duties included:

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- Maintain high level project management for up to 24 development teams, 120 developers, up to 40 simultaneous projects and PMs
- HR matters (staff evaluations, hire conditions, selections and search process)
- Oversight of the technical solutions for existing projects as well as for Presales (in collaboration with Senior engineers on Drupal, NodeJS, ReactJS, VueJs solutions)
- Review and sign off (with the team) on project estimations
- Establishing and propagating software development process across the company DEV and QA teams (Agile/SCRUM)
- Participated in presales activities with company's Sales team to increase chances of winning the project and it be assigned to my production unit
- Establishing new and managing existing relationships with company partners, which are involved with primary company projects (Ukraine, Russia, Belarus, Serbia, Moldova)
- Managing contractual matters, juridical issues and conditions of partnership (conditions, rates, work process)
- Manage administrative issues
- Manage internal company issues (process related – new and existing employees)
- Supervise and manage accounting department in Ukraine, establishing standard procedures and processes in financial sector (includes inventory, equipment control, purchase requests)
- Establishing and developing new offices

Specific project examples:

- eurail.com

- www.hotel-bb.com
- www.walibi.be
- www.veolia.com
- worldtempus.com
- makeupforever.com
- guerlain.com
- www.veuvecliquot.com

GENERAL DIRECTOR, SR. DEVELOPMENT MANAGER

DEC 2006 – MAY 2013, “SYMANTEC UKRAINE” PTY LTD, KIEV, UKRAINE (FORMER “PCTOOLS UKRAINE”)

Manage daily operations of the company branch with a primary focus on timed releases of the software products, smooth and trouble free operation of the office. Organize work process and supervise the performance of 30 branch employees and 20 in remote office in Sydney, across diverse functional areas including development, QA and accounting. Review branch P&L with a monthly budget of \$200,000, and maintain full accountability for the attainment of branch monthly goals.

Maintain the highest standards for fiscal management practices and business ethics while adhering to all local laws and regulations.

Provide operational support to facilitate the ongoing branch needs for recruitment and growth.

Provide maintenance and support for released applications. Dealing with day-to-day office operational issues.

List of primary duties included:

- Local (Kiev office) and global management/collaboration (Sydney office) of

Development and QA team

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- Project management (resource planning, development and QA effort estimation, delivery milestones planning)
- Providing conversion of business requirements to functional requirements

- Managing troubleshooting and bug fixing process across global teams (e.g. between customer support in Ireland and DEV team in Kiev)
- Facilitating and managing development and testing process of rebranding PCTools Internet Security package for different customers (i.e. BBSS, Telmex, Boulanger, FNAC, etc).
- Working on top level software architecture design
- Interview and selection of new employees
- Organizing and managing general and specialized (i.e. Windows Logo Kit) testing lab's infrastructure with test environment virtualization
- Organizing and managing full cycle of software localization processes, implementation of localization, localization testing

Specific project examples:

- PC Tools™ File Recover (has been done from Top Level design to the final release to online shop)
- PC Tools™ Performance Toolkit
- PCTools Internet Security (software product has been absorbed by Symantec and technology integrated with Symantec NIS)
- Disk Utilities (HDD defragmentation, Windows Boot&Startup optimization, etc.)
- PCTools Firewall (now part of Internet Security application package)

SOFTWARE DEVELOPMENT TEAM LEADER

FEB 2005 – NOV 2006 “PCTOOLS PTY LTD”, SYDNEY, AUSTRALIA

Perform management, project planning related to system application development with team of up to 30 people. E.g. antispysware anti-malware scanner/removal, File Recover, password management application, Windows system information collection and reporting utilities. Responsible for project deliveries, full application development cycle, negotiating with customer, agreeing on feature list and timeframes.

Achievements and activities:

Since office has become operational we have successfully developed and delivered over 10 different projects, primarily the area of Windows system application development. Main focus was on timely and quality releases. Weekly reports to top company management.

Development platform and technologies used:

Windows XP, Windows Vista, MS Visual Studio 2003/2005, Borland Delphi,

VMWare, QA testing automation using WinTask and Test Complete

DEVELOPMENT TEAM LEADER

JAN 2004 – FEB 2005, “ADVANCED BUSINESSLINK” PTY LTD, SYDNEY, AUSTRALIA

System architecture, design and development of the Java/Web based front counter application for “Kennards HIRE”.

Achievements and activities:

Analysed and documented existing Kennards Hire Front Counter application in order to extract business rules and business requirements.

Participated in design of the new front counter system for Kennards Hire, consisting of two main parts: browser based front-end and SQL server based backend. Linux platform and Java environment used for server-side processing and WEB browser as front-end.

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Designed XML messaging interface to communicate between newly developed front counter system and existing accounting/asset management system. Designed database according to project requirements. Designed printed report layouts. Created integration and design document for driver license scanning and OCR module under Linux.

Developed back-end user message processing sub-system which implemented business logic level.

Development platform and technologies used:

Windows XP, Linux (SuSE, RedHat) for Intel platform, Linux on Zaurus PDA

JavaBeans 3.5 IDE, Eclipse Java IDE, MySQL database, XML

Enterprise Architect (Sparx Systems) as UML tool

Microsoft .NET 7.1 used primarily for quick demo and proof of concept

DEVELOPMENT TEAM LEADER

JUL 2001 – NOV 2003, “INTERNET SECURITY SYSTEMS” LTD., SYDNEY, AUSTRALIA

Development of the antivirus software product.

Achievements and activities:

- System design and supervising team members (tasks allocation and distribution)
- Designed and implemented Windows NT/2000/XP Microsoft API simulation system.
- Designed and developed simulated multithreading environment
- Disassembled and analysed virus code bodies to create virus detection strategy and recognise

viral behaviour and malicious code. Some original algorithms were patented as a part of whole product.

- Reverse engineered MS Windows drivers and Visual Basic applications to built simulation environment for them to detect executable viruses. Developed Windows driver simulation subsystem.
- Debugging and bug fixing for the current streamline of the antivirus product.

All above tasks were done without any documentation supplied, so reverse engineering and development work had included research and creation of the documentation for other developers.

Development platform and technologies used:

Visual Studio C++ 6.0/.NET Windows 2000/XP

Numega SoftICE DriverStudio,

W32Dasm, IDA Pro, VMware,

MS Visual Basic 6.0

SOFTWARE ENGINEER

OCT 1999 – MAY 2001, "ALCATEL AUSTRALIA" LTD, SYDNEY, AUSTRALIA

Key member of the team in design, development and integration large scale Telco applications: Yellow Pages Direct, Directory Assistance Automation, Voice Dialer Assistant. Main role in Microsoft NT platform side of the design and development.

Achievements:

- Developed Voice Recognition platform integration module (Nuance VR engine). A fast implementation of the demonstration model enabled the company to get the contract valued at 12.5 million dollars from Telstra.

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- Designed and developed Text to Speech engine integration module (Lernaut & Haspie), optimised resources sharing, load sharing and redundancy, reduced system downtime by 80%.
- Designed and developed ORACLE database connection module, including resources sharing and redundancy issues.
- Designed distributed solution for different system components that helped to avoid problems due to future requirement changes
- Solved miscellaneous dimensioning, bandwidth and network design issues, as they arose.
- Designed and developed iPlanet Calendar Server integration module.

Development platform and technologies used:

- Visual Studio C++ 6.0, Visual Studio 7.0 .NET
- COM/DCOM server and client
- Rational Rose for top level and detail design
- Calendar server protocol (XML based)
- ORACLE SQL
- Rogue Wave Stingray GUI
- miscellaneous third party APIs (Nuance, Lernaut&Haspie, iPlanet etc.)

SYSTEM PROGRAMMER.

JAN 1998 – SEP 1999, "TECHNOPROJECT" LTD., KHARKOV, UKRAINE,

Participated in the development of a real-time 3D engine to be used in a new generation computer game environment.

Achievements:

- Designed, programmed and tested an I/O system, compression algorithm and files format for the 3D engine mentioned above using C, C++, and Assembler x86; including the MMX and SIMD optimizations.

- Developed a 3D Editor for the above 3D graphics engine, including GUI, using Visual C++, MFC, ActiveX & Windows SDK (instead of some parts of MFC) under Windows 95/98.

All above activities were performed within three member team.

- Wavelet image import/export Adobe Photoshop plug-in

Development platform and technologies used:

MS Visual Studio 5.0/6.0 3D Studio Max 2.5

Adobe Photoshop 5.0

SOFTWARE DEVELOPER (CONTRACT).

AUG 1997 – DEC 1997, KHARKOV DEPARTMENT OF MOSCOW ECONOMICAL INSTITUTE, UKRAINE.

Achievements:

- Developed an application using C++ & Borland Delphi under Windows 95 that interacted with an existent data processing system in order to add new capabilities.

- Administered an NT Server network. Created and maintained the server's Intranet and Internet security policies.

- Installed and customized several software packages, including ORACLE for Windows NT.

- Troubleshoot hardware problems on the NT server.

SOFTWARE ENGINEER.

JUN 1995 – AUG 1997, "KHARKOVRESTAVRATZIA" INC., KHARKOV, UKRAINE.

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- Developed a client-server database application using Borland Delphi and InterBase (SQL). Created several Components for Delphi.
- Installed, configured, and administered the local network
- Troubleshoot hardware problems and provided help desk support to end-users

SYSTEM-TECHNICIAN ENGINEER.

JUN 1994 – JUN 1995, "PRODUCTION TRADES COMPANY" LTD., KHARKOV, UKRAINE.

- Installed, configured, and administered the local network.
- Installed and customized several software packages.
- Coded small system utilities in the C language.

EDUCATION:

- Bachelor of Computer Science, Kharkov Polytechnical University, UKRAINE, 1990-1994
- Masters degree in Computer Science, Kharkov Polytechnical University, UKRAINE, 1994-1996
- degree work "Integrated Multimedia System", qualification title: **System Technician Engineer**. Kharkov Polytechnical University, UKRAINE, 1996

COURSES/TRAINING:

SCRUM master certification training (2018)

“Harvard MM - Leading and Motivating”

“Harvard MM - Performance Appraisal”

“Harvard MM - Managing Upward”

“Harvard MM - Budgeting”

LANGUAGES:

Fluent in 3 languages:

- English
- Russian
- Ukrainian

Basic reading:

- Polish

HOBBIES:

- Electronics (MCUs, IoT devices, electric car chargers)
- Cryptocurrency mining

References are available from:

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Marie Chevallier (COO at Adyax)

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Maxime TOPOLOV (Co-Foudner, CEO at Adyax)

(LinkedIn: <https://www.linkedin.com/in/mtopolov/>)

Stephen Parker (Director of Engineering at Symantec)

(LinkedIn: <https://www.linkedin.com/in/stephen-parker-digital/>)

David Jablonski (Vice President of Engineering at Symantec)

(LinkedIn: <https://www.linkedin.com/in/david-jablonski-463b983/>)