

Oleksandr Fesenko - Curriculum Vitae

Profile

I am an outgoing person who enjoys a challenge. Have strong expertise with a skill set of an experienced leader, I managed a number of international focused projects. Direct interaction with the partners (requirements analysis, reporting, conflict resolution, conferences), management of a team workload (20 developers), product management process (planning and distribution of tasks, monitoring and control), project costs estimation.

Personal information

Current location Kharkiv, Ukraine

Date of birth 08 June 1981

Nationality Ukrainian

Primary Language Russian/Ukrainian

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Linkedin <https://ua.linkedin.com/in/aleksandr fesenko>

Foreign languages English German

Education

Kharkov National Universitet of V.N. Karazin

September 2003 –May 2004

Sociology, Business management,, Human Resources Management and Services, Grade: Masters Degree

Kharkov Social Economic Institute

September 1998 – May 2003

Bachelor of Socioligy, Social partnership, Business management, Sociology, politology, Grade: Diploma with honor

Work Experience

May 2010 – Present

CEO&Business Development Sales and Marketing at StableFlow (www.stableflow.com)

StableFlow is a software development company, focused on software outsourcing services to companies ranging from startups to large enterprise.

Personal skills

Having a client focused approach to work.

Results driven; forward thinking with a problem solving mentality.

Willingness to accept responsibility when delegated.

A high level of business acumen.

Able to manage significant inputs & relationships with third parties throughout the full lifecycle.

Possessing a firm understanding of multiple project management methods.

Can mentor and coach project managers in modern methodologies and techniques.

Comfortable working in a changing environment.

Being in the positions of CEO currently responsible for creating and implementing the company's overall strategy direction:

- Established new business unit; established profit/loss targets, product flow, equipment and staffing requirements
- Increased project billing by average of 30-50% while maintaining customer satisfaction
- Guided Customer Relations Management and cross-trained project managers
- Balanced team workload across project managers; identified unbilled Statement of Work effort
- Managed multiple project schedules, project financial reports, team evaluation, coaching and mentoring – hiring/firing, training and performance.
- Researched, created review / selection committees for off-the-shelf product selection.
- Monitored capital expenditures for all phases of projects.
- Reviewed the release of vendor deliverables using quality control techniques.
- Financial management;
Guides and manages the overall provision of Human Resources services, policies, and programs for the entire company;
- Organization development, change management initiatives, and company-wide environment for employees
- Organizational departmental planning;
- Responsible for community outreach and communication, and charitable giving.

Responsibilities of mobile development leader:

- Managing of middle level PM's and Technical Leaders;
- Searching for new customers. Develop and support customer relationships, and play part in driving customer satisfaction;
- Work closely and proactively with customer stakeholder to understand their short and long-term objectives;
- Providing effective input on hiring and evaluating team members;
- Plan and deliver upon financial revenue targets for our customers, ensure the required resources and skillsets are in place;
- Monitoring and reporting on progress of the project to all stakeholders. Tracking project deliverables using appropriate tools;
- Project evaluations and assessment of results;
- Manage the customer's expectations in terms of timelines and deliverables;
- Negotiate commercial contracts with customers;
- Ensure that customer mobile software/web projects track to plan and budget;
- Work closely with the development teams and customers, to ensure that at all times stakeholders have up-to-date, accurate analysis and tracking of customer project phases;
- Ensure customer signoff on major milestones;
- Communicate project status regularly to customers via conference calls, e-mails and weekly status reports;
- Manage tasks, trackers, development teams.

PM Achievements:

<https://itunes.apple.com/ua/app/etest-xpress-produktvergleich/id1013880202?l=ru&mt=8>

<https://itunes.apple.com/gb/app/jump-up-join-in-lions-speedy/id668580148?mt=8>
<https://itunes.apple.com/gb/app/zapper.co.uk-sell-your-books/id654706510?mt=8>
<https://itunes.apple.com/us/app/dexter-moren/id580768802?mt=8>
<https://itunes.apple.com/ru/app/6-pack-promise-ultimate-abs/id633815621?mt=8>
<https://play.google.com/store/apps/details?id=com.mi.AthleanX>
<https://itunes.apple.com/ru/app/funwords/id456604908?mt=8>
<https://itunes.apple.com/ru/app/bruegel-app/id541557537?mt=8>
<https://itunes.apple.com/us/app/ihappyhourz/id459403578?mt=8>
<https://itunes.apple.com/us/app/awl-builder/id501624983?mt=8>
<http://myappyrestaurant.com/>
<http://blooplondon.com/>
<http://www.parkshare.net>

More projects you can find here:

<http://portfolio.sfdevserver.com/?u=customer&p=letmein>

May 2008 - May 2010

HR Manager at ZFort Group (www.zfort.com)

Zfort Group is an outsourcing web development, design & consulting company located in Ukraine, Eastern Europe.

HR Manager:

- recruiting and staffing;
- organizational departmental planning;
- performance management and improvement systems;
- organization development;
- employment and compliance to regulatory concerns regarding employees;
- policy development and documentation;
- employee relations;
- company employee and community communication;
- compensation and benefits administration;
- employee safety, welfare, wellness and health;
- charitable giving;
- employee services and counseling.

Achievements:

Company grows from 35 to 75 employee

September 2006 - May 2008

HR Consultant/ Sales manager at BestNet (now Wnet) (www.bestnet.ua)

Wnet - leading IP-operator in Ukraine owns its own IP / MPLS network

HR Consultant:

- Interviews, hires, and trains employees; prepares work schedules and assigns workers to specific duties;
- Organizational departmental planning;

Sales manager:

- Investigation, troubleshooting and resolving sales-related problems
- Coaching and lead a team of sales;
- Assisting customers; coordinating sales promotions;
- Sales records, reconciling cash with sales receipts. Preparing daily and weekly sales reports.

March 2003 - August 2006

Head of department of Youth Employment at Kharkiv Centre for Youth (<http://www.kkzu.org.ua/>)

Kharkiv City Youth Center is designed to work in the fields of information and support for cultural activities, the maintenance business, scientific and educational initiatives of young people.

- Development of organization and department from scratch
- Recruitment for companies and organizations which are interested in students;
- Organizing and conducting of lectures on employment of students;
- Organizing and conducting different courses for students (School of young leaders, how to take job of your dream, etc.)