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/Ukranian

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Linkedin <https://ua.linkedin.com/in/aleksandrfesenko>

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](http://www.stableflow.com) 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 mangers
* 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 satisfactio;
* 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](http://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](http://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 (Shool of young leaders, how to take job of your dream, etc.)