MAXIM GRISHAEV

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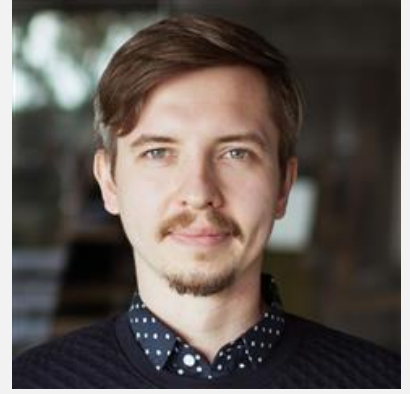Email: maxim.grishaev@gmail.com

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Web, full-stack, frontend, mobile. Experience with distributed systems, databases, and different APIs.

🏗️ **Hands-on development:** around 20 years of experience. Built a variety of apps from MVPs to complex ones for thousands to millions of users. Improved, and modernised existing apps, with more modern, optimal solutions.

🎓 **Lead, mentor, coach, and build teams:** track record of building and leading teams, providing technical guidance, and hiring top talent. Foster transparency, collaboration, and help teammates to grow.

🗣️ **Strong communication skills:** able to analyse and explain complex topics in eli5 style. Connect stakeholders with developers. Translate technical language into casual and back.

🤝 **Connect business with development:** Focus on results. Convert business requirements and technical constraints into a simple transparent work stream. Use tailor-made subsets of scrum/kanban and other agile methodologies. Strive for feedback and adopt team roadmap and priorities accordingly.

⚙️ **Techniques:** Advocate for functional programming, but work with any paradigm. Strive for simple maintainable code, developer expetience, continuous improvement, and best practices.

👅 **Languages:** English – Professional, Russian – Native.
Typescript (TS), Javascript (JS), Rust, Golang, HTML, CSS, SVG, VML, Ruby on Rails, Elixir, Python.

🛠️ **Tools:** NodeJS, React, React Native, Redux, AWS, PostgreSQL, Next.JS, Terraform, Mobx, Cordova, GraphQL, WebSockets, REST, gRPC, XMPP Protobuf, browser extension API, NewRelic, Sentry, Jest, Notion, Figma, Leaflet, OpenAPI, Vagrant, Puppeteer, PhantomJS.

💪 **Skills:** Web Development, Product Engineering, Process Automation, Team Leadership, Project Management, Project Planning.

DAZN

Staff Software Engineer

The project is a foundation for the entire app, orchestrating a variety of its parts: "chapters".

- **Mentored and helped developers** with the current stack. Shared domain knowledge, and pair programming sessions.
- **Led a platform transformation:** improved architecture and cross-team communication.
- **Helped to streamline the team's workflow.** Roadmap updates, the person of contact for all external parties, introduced regular ceremonies to simplify the processes.
- **Improved DX** to drastically **increase the performance of the team**. Maintained code standards, migration of the codebase to Typescript, improved CI/CD workflows and End-to-End tests, introduced tools like nx, yarn workspaces, internal scripts, etc.
- **Built a new version of API** to be used by all FE engineers in the company.
- **Maintained the edge routing service** which is the first hit point for the DAZN app.
- **Hired team members.**

Achievements:

- **Multiplied the velocity** of the team.
- Some of the changes **helped other teams** to significantly increase their velocity.
- **Reduced the number of blockers** to almost zero, which increased developers' satisfaction and focus on quality.
- Led the **performance improvement** initiative. Reduced time to interaction by up to 30%, which increased users' retention rate.
- **Learnt** our impact during past incidents and adjusted the system behaviour **to prevent** them in future.

Senior Software Engineer

I maintained an authentication for living room devices (TVs, gaming consoles).

Frontend: A variety of devices, from rare and low-tier to high-end. Including FireTV, AndroidTV, PS, Xbox, Samsung Tizen, and many more.

Backend: second screen service – sign users in on TV using more convenient methods of authentication like desktop or mobile.

Skillplace

Co-Founder

Led a team in the development of a mobile app and online course platform for social network influencers using React Native. Explanation video (in Russian): https://www.youtube.com/watch?v=qoNyXZ7GIEg

When I joined, the app was buried under the tech debt, there were no workflow routines in place yet.

I have introduced project tracking, and daily routines for the team and led the development process of the app.

In a few months, the development process was much more transparent, the app was rewritten, became significantly more stable, had more features, and was **ready to be used by the wide public.**

Quiqup

Lead Engineer

Jun 2018 - Mar 2019

Implementation and support of internal tools: the admin panel and courier app.

- Technical leadership, mentoring
- Codebase improvements, including migrations from older frameworks.
- Project-wide technical decision-making
- Solving performance and maintenance issues

Dolfin Group

Head of Frontend department

Oct 2015 - May 2018

I led a Frontend engineering department. A point of contact between business and engineering. In charge of making the optimal technical decisions. Hands-on development of a new fintech web application.

We were building the app from the ground up. It was expected to be solid, maintainable, and flexible to adapt to ever-changing requirements.

- 🔍 Analysis and process of business requirements: convert business requirements to useful backlog and clear tasks
- 🎨 Daily routines: agile approach with regular status update meetings, retros, etc
- 👷‍♂️ Maintenance: keeping a low level of tech debt, maintainability, up-to-date business logic
- 🏗️ Technologies and frameworks choices: together with the team we decided to use the following stack: React, Redux, redux, jest/enzyme, glamorous, storybook.
- 🤖 Increase automation: introduce CI/CD tools, code generation, and a few in-house tools, like the extensible CLI app.
- ✈️ Led an implementation of new tools. One example – is the in-house PDF generation tool:
  - o Raw HTML as an input – highly flexible and simple to use custom documents.
  - o First implementation with phantom.js, headless chrome later.
- 🤝 Hiring new engineers

Yandex

Software engineer

May 2014 - Aug 2015

Development of an add-on for Firefox: Yandex.Elements

- I've written CommonJS implementation (not Jetpack) that can use gre, jetpack SDK, npm modules, and custom aliases to use old internal API that is written in an old-fashioned way.
- Code is written as common modules that work identically in node.js and Firefox.
- For example, npm module: dcodeIO/Protobuf.js is used as is, w/o any modifications.
- Introduced XMPP protocol within the extension to communicate with the server.

User Interface Engineer

Feb 2013 - May 2014

I was developing the client side of the JS engine for context ads (similar to AdSense).

- Old browser environment (IE 7+) on partner sites with unpredictable styles/layouts.

- SVG/VML/CSS3, graceful degradation.
- PhantomJS, node.js: automated screenshot regressional testing.
- I've refactored the engine and made it more modular with less code.
- A/B testing, Incremental deployment: used to work with statistics to be sure code works better than the previous state.

Rambler

Software engineer
Feb 2012 - Feb 2013

I developed Rambler Maps Javascript API. Built a modular system with loading submodules on demand. Built a NodeJS service for module distribution: dependency tree parser + a bundler of required modules with its dependencies. Clusterisation module: it could handle up to 10K markers on one map in Internet Explorer with no lags, much more in modern browsers (up to 1M). Grid-based algorithm. Internal API to work with geo coordinates. Introduced grunt/custom node.js tools for development.

DirectBox

Head of Engineering
Aug 2011 - May 2012

Established technical processes of the company. Managed programmers, and recruiting. Hands-on client-side development. Within less than 1 year, we've built a solid solution: a website and platform to purchase abroad, an order tracking system, admin panel for backstage workers

Astrostar

Head of Engineering
Sep 2010 - Jun 2011

Management of IT dept. Strategical planning. Staff management: hiring; task accomplishment control, control/purchasing hardware. Weekly reports for investors

Frontend engineer
Nov 2005 - Sep 2010

Created a **client-side engine** for an affiliate network: personal horoscopes for partners page. Full-sized interactive HTML page.
Created an API to interact with the engine: events tracking, a system with plugin caching, and useful utilities
Implemented a cross-domain transport using window.name post transport. No open-source implementation existed at that time.

Redmark

Software engineer
2003 - Jan 2006

All sorts of front-end development. HTML/CSS mostly, JS for some interactivity.