Shaposhnikov Sergei

Male, 25 years, born on 27 August 1998

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LinkedIn: https://www.linkedin.com/in/nitesco/

Reside in: Malaysia
Citizenship: Russia, work permit at: Russia
Willing to relocate: Almaty, Serbia, Tbilisi, ready for business trips

Desired position and salary

Technical Manager / Team Leader / Head of the development unit

Specializations:
  — Programmer, developer
Employment: full time
Work schedule: full day
Desired travel time to work: any

Work experience — 5 years 7 months

December 2021
— till now
2 years 4 months

Xsolla
Perm, xsolla.com

Director of Software Development

* Leading a multi-disciplinary team of over 30 professionals focused on developing various components of Xsolla Account, including Xsolla Login, Xsolla Pay, and Xsolla Overlay. Fostering a culture of collaboration and continuous learning within the team.

* Implementing a data-driven approach within the Xsolla Account domain, utilizing DORA metrics to guide decisions and optimize performance. Streamlining Scrum, Kanban, SAFe, and OKR processes within the domain to increase efficiency and productivity.

* Actively conducting regular 1:1 meetings, performance reviews, and goal-setting sessions with Team Leaders to facilitate their professional growth. Creating personalized development plans to address individual strengths and areas for improvement. Implementing a feedback loop that encourages open dialogue and ensures actionable insights for continuous improvement.

* Leading the hiring process for roles including Developers, QA Engineers, and Tech Leads for the Xsolla Account domain. Serving as a "bar raiser" in the hiring of Golang Developers and Technical Leaders, ensuring the high-caliber of incoming talent. Actively involved in the international talent acquisition process, successfully hiring a significant number of English-speaking professionals based in Malaysia to strengthen our global team dynamics.

* Continually improving Continuous Integration, Continuous Delivery, and DevOps processes to accelerate the development lifecycle. Providing ongoing support to teams by removing bottlenecks and ensuring timely product delivery.

* Formulating and documenting the engineering strategy for the domain. Collaborating with stakeholders to align the strategy with broader business objectives. Implementing key initiatives and setting performance indicators to track the success of the strategy. Regularly reviewing and adjusting the strategy to adapt to changing needs and market conditions.

* Utilizing Domain-Driven Design methodologies at a strategic level to improve modeling and architecture within the Xsolla Account domain. Organising Event Storming sessions to identify key domain events and constraints. Designing a microservice architecture to ensure high scalability, resilience, and independence of system components.

* Defining the technology stack, tools, and methodologies used within the Xsolla Account development unit, and contributing to the design of the domain-specific architecture - mostly utilising Golang, Postgres, KrakenD, Open Telemetry and Grafana stack. Initiated the breakdown and implementation of a framework to standardize microservices development, thereby streamlining the development process and enhancing code consistency across teams.

March 2020 —
December 2021
1 year 10 months

Xsolla

Perm, xsolla.com

IT, System Integration, Internet
   • Internet Company (Search Engines, Payment Systems, Social Networks, Information and Educational, Entertainment Resources, Website Promotion etc.)

Team Lead

* Designed and developed SPA applications and microservices for matchmaking system Xsolla Funding Club
* Designed and implemented Xsolla Game Investment Platform from scratch including integration with Funding Club, eSign service (Pandadoc), KYC provider (Sumsub), Investor Verification service (InvestReady)
* Managed a team of 4-6 people. Raised average annual product plan fulfillment percentage from 65% to 95%.
* Moved the team to Scrum processes - sprint planning, retrospective, backlog grooming. Adapted the team to remote work mode.
* Worked on employee motivation, participated in drafting development tracks. Conducted the process of transitioning developers to full-stack development, actively reviewing code and helping colleagues with the new language (Go). Gave recommendations and guidance.
* Identified technical and business requirements for the product. Actively communicated with foreign colleagues in Los Angeles, US and other foreign partners via voice and text.
* Conducted about 30 interviews for Backend Developer position, generated candidate requirements and conducted technical interviews.
* Led several cross-team projects. Facilitated meetings outside the team - from operational cross-team meetings to department-wide sprint demos.

September 2018
— March 2020
1 year 7 months

Xsolla

Perm, xsolla.com

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Backend Developer

* Developed microservices for several products.
* Found weaknesses in project architecture, described proposed solutions, eliminated tech debt. Grew from junior developer to an architect.
* Wrote a complex backend application for distributing excessive PC resources into game bonuses (selecting the best configuration depending on user power, controlling the amount of work done + proxy pool for processing share in mining, working with different blockchain nodes (RPC protocol), working with exchanges, mining pools and analytical services, direct payments to users).
* Implemented trading bots for inter-exchange arbitrage transactions in cryptocurrency (websockets, working over 5-10 exchanges at once, tracking price changes of different trading pairs in real time, working with time-series to analyze accumulated data).
* Designed matchmaking system for search of investments in video games and developed

corresponding applications. Solved a wide range of technical tasks - from implementing multi-page forms to linking backend with multiple services (task tracking systems, geographic maps, slide generators, etc.). Used queues, webhooks, crowns, caches and other technical tools.

Education

Bachelor

2020

National Research University Higher School of Economics (Higher School of Economics/HSE)
Faculty of Economics, Management, and Business Informatics, Business Informatics

Key skills

Languages

Russian — Native
English — C1 — Advanced

Skills

Docker Golang MySQL Git Redis RabbitMQ JWT GCP Gitlab
Gin Swagger PostgreSQL Leadership Skills

Further information

About me

* I am mainly interested in product development, I always try to immerse myself in the business context and the value of the delivered features.
* I have a high degree of self-organization and discipline along with analytical thinking
* It is interesting to continue my development both as a technical manager and as a team leader.