OVIDIU DONCIU

Winston-Salem, NC, USA | ovidon83@gmail.com | https://www.linkedin.com/in/ovidiudonciu

Summary

Quality Engineering Leader with passion and experience building and scaling QA processes and teams in fast-paced agile environments while getting as hands-on as needed(manual and automation). Proven track record of fostering quality-first engineering culture, developing automation frameworks in CI/CD environments, reducing production and development bugs by 80+% in months, and leading remote teams of 20+ engineers. Passionate about leveraging AI to enhance efficiency and quality outcomes.

Professional Experience

Head of Quality & Engineering | *Expo Platform* | Remote | 10/2023 - Present

- Led an engineering transformation initiative to increase product quality across 48 globally distributed team members
- Oversaw budget and resource management for the engineering department
- Established best practices in Git flow, code review, and CI/CD pipelines, resulting in more reliable deployments and reduction of development bugs
- Implemented the first engineering OKRs in the company
- Mentored 4 Engineering Managers and 4 QA Leads, improving their leadership skills, team performance, and testing-related skills
- Cross-functional daily collaboration for priorities alignment and high-quality

Quality Engineering Consultant | *Self-employed* | Remote | 01/2014 - Present

- Created lean and proactive QA strategies for 10+ B2B/B2C startups reducing the manual testing workload by up to 50% using data-driven solutions to quality
- Performed hands-on manual and automation testing: UI/UX, API, Performance
- Built and led international QA teams ranging from 3 to 24 engineers
- Mentored 5+ Jr. QAs, upskilling and growing their career
- Achieved up to 90% reduction in production bugs
- Built testing frameworks using Playwright, Cypress, Selenium, and Postman
- Implemented "quality is everyone's responsibility" mindset through integration of testing across the SDLC

Quality Assurance Lead | *Five to Nine* | Remote | 04/2022 - 10/2023

- Established comprehensive QA processes and best practices as the first QA hire at an early-stage B2B startup
- Achieved 80% critical-path E2E automation coverage in 6 months using Playwright, reducing regression testing time by 35%
- Decreased production bugs by 80% through proactive testing initiatives
- Reduced the time to resolution by 30% through improved incident management
- Introduced quality metrics and OKRs aligned with company-wide objectives

- Collaborated with Executive, Product and Engineering teams

QA Engineer/Test Engineering Manager | *Hopin* | Remote | 04/2020 - 03/2022

- Established and implemented the first QA processes with a shift-left mentality
- Supported the first 12 developers with hands-on manual and automation testing
- Served as Hiring Manager for 24 remote QA engineers, SDETs, and QA Managers, supporting the engineering growth: 12 to 200+ engineers
- Managed and supported 5 QA Managers across cross-functional product teams, providing mentorship and strategic guidance
- Led the release testing strategy transformation from weekly to daily releases
- Decreased production incidents by 70% in 12 months through implementation of automated testing guardrails and bug prevention processes
- Drove the achievement of 90% test automation coverage and full CI/CD
- Collaborated with Product and Engineering leadership to align testing priorities

Quality Assurance Lead | *FluidUI* | Remote | 06/2013 - 05/2018

- Implemented the first QA processes for the company
- Supported a team of 5 developers with hands-on testing: UI/UX, API
- Hired and led a remote team of 4 QA engineers, creating a collaborative and high-performing testing organization
- Increased test automation coverage from 0% to 84% within 6 months
- Served as fractional project manager for 12 months, coordinating a cross-functional engineering team
- Supported customer support with customer-focused QA

Skills

Methodologies: Agile, Shift-left, Continuous testing, BDD/TDD, DevOps
Test Automation&AI: Playwright, Cypress, Selenium, Pytest, Mabl, Testim, QA.tech
CI/CD Integration: Jenkins, GitHub Actions, GitLab CI, CircleCI, Travis
Programming: JavaScript, TypeScript, Python
Cloud & Architecture: GitHub, GitLab, AWS, Docker, Kubernetes
Tools: Testrail, QMetry, Jira, Confluence, Notion, ClickUp, Linear, Trello, Zenhub
Leadership: Hiring, Mentoring, OKRs, Metrics, Cross-functional Collaboration
Soft Skills: Strategic thinking, Data-driven decision making, Lead with empathy, Problem-solving, Communication

Education & Certificates

- Bachelor of Science in Electronics and Telecommunications | Technical University of Cluj-Napoca, Romania | 2001 - 2006
- Master of Science in Microelectronics | Technical University of Cluj-Napoca, Romania | 2006 - 2007
- ISTQB Certification | 2009

Interests

- Outdoors, Soccer/Football, Personal development