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## **Shtanko Pavel - Senior Software Engineer \ Engineering Manager**

- 10+ years hands-on engineering experience
- Serial team and tech leader for the teams of size 3-9 people
- Indie product developer
- Passionate software engineer

### **Experience**

#### **(2019 - ...) Beat - Sr. Software Engineer -> Engineering Manager @ Fraud Safety and Identity BEAT**

Ride-hailing application. Part of the FreeNow group. Fraud, safety, and identity.

As a software engineer and engineering manager in the Safety team, my main responsibility was to make sure that no one gonna be harmed given that we operate in very violent conditions.

#### **Some words to describe tech and duties**

- pServices, distributed systems, async\sync communication, golang, k8s, kafka, MySQL, DynamoDB, Aerospike, gRPC, protobuf, grafana, prometheus, loki, jira, ci\cd, terraform(-grunt), fully automated testing on multiple levels
- engineering leadership, hiring manager, team mentorship, code reviews, initiative groups, RFCs

#### **Achievements**

- Managed to retain the engineering team (6 people) during very turbulent times
- 70% incident rate decrease in Argentina
- 15% safety perception increase in AR
- Closed the feedback loop with customers, and decreased user complaints by 33%
- The increased average amount of additional detections per robbery by 49%
- The number of robberies committed by a network of robbers decreased by 19%
- Average robberies per week decreased by 27.8%
- The average incident-related drivers churn decreased by 19%

#### **My day-to-day duties**

- Research, design, and implement instruments for incident prevention via rules management, data analysis, and KYC procedures

- Build tools to take proactive and reactive measures
  - Lead technical design reviews and code reviews
  - Own the full lifecycle of components and services in the Beat stack along with my team, including architecture design and planning, development, testing, deployment and production support
  - Individual contributor to the features and the tasks of the team
  - Work with Product Owners to understand desired application capabilities and features
  - Establish a suitable team process and a continuous improvement environment
  - Manage the performance and career development of team members, working with them to define goals, track progress, and give feedback
  - Hiring manager for the Fraud, Safety and Identity team
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### **(2017 - 2019) Reply (worldwide) - team and technical leader reply.io**

Sales automation tool (SaaS). Early-stage multifunctional developer (one of the founding developers). Went from no profit to profitable business together with the company.

#### **Some words to describe tech and duties**

- Languages: Golang, C#
- Cloud providers: Azure, AWS
- Stores: PostgreSQL, DynamoDB, Table Storage, MS SQL, Azure SQL
- Container orchestration: k8s + helm
- CI/CD: Teamcity, Jenkins within k8s, Octopus deploy
- Tools: Grafana, Azure application insights, Grafana loki

#### **My day-to-day duties**

- Product technical architecture design and review
  - Setting up the process for engineering teams
  - Close collaboration with executives and PMs to bring all the product needs to the engineering teams
  - PoCs, ideas validation, and product testing
  - Catching up on bottlenecks and finding ways to solve them
  - Hiring
  - Team management and coaching
  - Lovely CI/CD process
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**(2014 - 2017) Flycow (Canada/Singapore) - team leader**

Building back-office application for gambling portal's management, including players, bonuses and fraud activity control.

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**(2012 - 2014) 20/20 Vision (Netherlands) - software engineer**

Developing of budget2pay management cloud solution that includes a lot of components for building custom business workflows and manage them.

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**(2010-2012) Aquasoft (Ukraine), Unicorn (Ukraine) — engineer**

Developing ERP-related applications for Versata/Trilogy group (Texas, USA).

**Education**

National Mining University of Ukraine (2006 - 2011) Intelligent decision support systems (Computer Science) - Master of Science