shtanko.me | me@shtanko.me | Amsterdam

Shtanko Pavel - Engineering Manager \ Software Engineer

- 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

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

Achievements:

- Managed to retain the engineering team in very turbulent environment
- 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

I've done it using this:

Golang, k8s, docker, AWS, MySQL, DynamoDB, aerospike, Kafka, gRPC, and many more. Packed in a beautiful and shiny set of µServices. All of it came with nice tooling to make sure everything works as expected.

Reply (worldwide) - team and technical leader (2017 - 2019) 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.

Involved in all product parts and processes

- Common architecture design and review
- Set up of the development process
- Payment system setting up
- Monitoring and instrumenting
- Hiring management
- Team management and coaching
- Lovely CI/CD process

Technical details

- 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

Flycow (Canada/Singapore) - team leader (2014 - 2017)

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

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

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

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

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