

**MARAT KANZAFAROV**  
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Result-oriented backend team lead with 16 years of practical enterprise experience in software development, design, analysis, integration and test automation with main focus on Python. Strong in backend development using Python and well-known web frameworks. Proficient in DevOps tools like Docker, Kubernetes, Linux shell and experienced in monitoring with Grafana and Prometheus.

Advanced skills of mentoring developer teams, maintaining high-loaded projects. Strong analytical, troubleshooting and problem solver skills. Focused on business requirements.

## **Work Experience**

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### **2019-present, Recognitron, Backend team lead**

Developing the infrastructure for data processing.

The management of the team takes about 1/3 of my working time. The other 2/3 I work as a Python developer.

Main activities in the role of a manager include:

- management of a team consisting of 4 engineers: 1 Frontend developer, 3 Backend developers
- participation in the search for developers and conducting interviews
- conducting daily meetings, plannings, preplannings, DEMOs, retrospectives
- conducting employee evaluations (matrix of competencies, 360 review, checking quarter goals)
- setting monthly/quarter/half-annual goals for my subordinates
- providing promotion for my subordinates (grade and salary)
- timesheets review
- tracking the main metrics of the team (focus factor, average delivery time, ETA accuracy)
- holding regular 1x1 meetings with each employee
- task decomposition and backlog preparation

Main activities in the developer role include:

- writing and maintaining code
- writing tests
- static code analysis
- conducting and participating in the code review
- working with both monolith and microservices

Tech stack: Celery, Docker, FastAPI, Flask, Git, MinIO, PostgreSQL, Python, RabbitMQ, Redis.

### **2016-2019, Mbox, Backend team lead**

Designed and implemented the backend, recommendation system and scheduler for the audio streaming service.

Tech stack: Celery, Django, Flask, Git, Python, PostgreSQL, RabbitMQ, Redis, Scikit-learn.

### **2015-2016, NCT, Senior software developer**

Developed mail and object storage systems. Conducted code reviews of the backend development team and tech interviews.

Tech stack: Git, FastCGI, Openstack Swift, Perl, PostgreSQL, Redis.

### **2013-2015, WeStudy.In, Senior software developer**

Designed and implemented the backend of the educational platform.

Tech stack: Git, Perl, PostgreSQL.

### **2013, Yandex, Software developer**

Developed the Direct API.

Tech stack: Git, Perl, MySQL.

### **2011-2013, Sputnik.ru, Senior software developer**

Designed and implemented the backend of the website for internal usage.

Tech stack: Hadoop, Perl, PostgreSQL, SVN.

### **2009-2011, CityInfo, Software developer**

Developed the backend of the informational website.

Tech stack: Perl, PostgreSQL, SVN.

### **2007-2009, Mail.ru Group, Software developer**

Developed the backend of auto.mail.ru, car marketplace and image storage.

Developed the Q&A web service otvet.mail.ru and network community platform forum.\*.mail.ru.

Tech stack: ImageMagick, Memcached, MySQL, Perl, SVN.

## **Additional Experience**

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### **Kaggle**

Kaggle Expert

### **LeetCode**

Number of solved problems: 150+ (in progress)

## **Education**

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### **2005, Lomonosov Moscow State University**