ALEX RABINOVICH

R&D Group Leader | Global Payments & FinTech | Distributed Systems at Scale

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PROFESSIONAL SUMMARY

Engineering leader with 11+ years in software development and 7+ years managing teams, architects, and cross-functional delivery in high-throughput, trust-critical systems. Deep domain expertise in global payments, FinTech, and compliance-heavy platforms serving customers across 160+ countries. Proven track record of scaling engineering organizations from single teams to multi-team groups (up to 25 people), driving platform reliability to 99.99% uptime, and owning architecture decisions from design through production. Experienced in leading distributed teams across geographies and time zones (Israel, Africa, Europe), aligning technical execution with business strategy, and building engineering cultures rooted in ownership, continuous improvement, and ethical delivery. Comfortable operating at the intersection of hands-on architecture and people leadership. Committed to staying current with evolving technology trends, including the practical application of AI and LLMs in engineering. I work hands-on with LLMs, agentic AI workflows, and RAG architectures, and I bring that knowledge into real engineering decisions. I lead POCs, shape AI integration strategy, and think carefully about where and how AI actually adds business value, continuously deepening my expertise in how these systems are designed, evaluated, and deployed responsibly, while keeping engineering judgment firmly human.

CAREER HIGHLIGHTS

- **Appointed Director & General Manager** of DPO Group's Israeli R&D company by the Group Chairman, entrusted with full operational oversight of the development arm based on demonstrated leadership and integrity.
- **Achieved and maintained 99.99% platform uptime** for DPO Group's payment system serving millions of transactions across 20+ African countries, directly contributing to business continuity and customer trust.
- **Scaled from Team Lead to Group Leader** managing up to 3 engineering teams, and 25 people indirectly, driving architecture, delivery, and technical standards for cross-border payment infrastructure.
- **Led distributed, multi-geography engineering operations** across Israel, South Africa, and multiple African markets, coordinating with C-level stakeholders and the Group CIO on critical system reliability.

PROFESSIONAL EXPERIENCE

Papaya Global

R&D Group Lead *Dec 2024 - Present*

Global payroll and payments platform serving 1,000+ enterprise customers across 160+ countries.

- Lead 3 engineering teams and 2 QA engineers delivering cross-border payment solutions, owning end-to-end delivery from architecture through production for trust-critical financial infrastructure.
- Own the design and evolution of secure, scalable global payments architecture supporting payroll disbursement and vendor payments across 160+ countries, with a focus on reducing settlement failures and improving processing reliability.
- Drive technical standards, code quality, and architectural governance across teams building high-throughput, compliance-sensitive systems, ensuring consistent engineering practices.
- Focus on platform reliability, regulatory compliance, and operational scale, enabling faster geographic expansion while reducing operational risk and manual intervention.

- Coordinate cross-team dependencies and delivery alignment, managing sprint planning, quarterly roadmaps, and technical debt prioritization across the group.

Technologies: React, Java Microservices, Redis, MySQL, MongoDB, AWS (S3, SQS, CloudWatch), Kafka, RabbitMQ, Workflow Orchestration

GO7 (formerly AeroCRS)

R&D Group Lead   *Apr 2024 - Dec 2024 (9 months)*

Passenger Service System (PSS) platform used by 200+ airlines worldwide.

- Led 2 engineering teams and 1 Architect in maintaining and enhancing a mission-critical airline reservation system, ensuring zero-downtime deployments and continuous service availability for airline partners.
- Drove modernization initiatives across a legacy multi-stack codebase (PHP, ASP, Node.js, Java), defining migration strategy and incremental improvement paths to reduce technical debt.
- Established engineering processes and delivery cadence for a growing team, improving sprint predictability and cross-team coordination.

Technologies: Vanilla JS, VueJS, PHP, ASP, Node.js, Java Microservices, Redis, MSSQL, MySQL, AWS (S3, SQS, Lambda, CloudWatch)

DPO Group

Development Manager   *Jan 2023 - Apr 2024 (1 year 4 months)*

Leading payment service provider (PSP) across 20+ African countries. DPO was later acquired by Network International.

- Managed 5 direct reports and 20 engineers indirectly across multiple development teams, owning delivery, performance management, and team growth for the Israeli R&D center.
- Ensured continuous operational reliability and platform uptime of 99.99%, leading incident response and establishing monitoring and alerting practices that significantly reduced mean time to resolution.
- Promoted cross-departmental collaboration between engineering, product, and operations to integrate advanced technologies and modernize platform architecture.
- Drove performance and scalability improvements across the payment processing pipeline, directly supporting business expansion into new African markets.

DPO Group

Solutions Architect   *Sep 2021 - Jan 2023 (1 year 5 months)*

- Owned platform architecture for robustness and horizontal scalability, designing complex system components that supported significant growth in transaction volume without proportional infrastructure cost increase.
- Designed and delivered key architectural projects including event-driven processing pipelines, service decomposition, and API gateway patterns, working closely with business stakeholders and IT leadership.
- Co-Architected and led delivery of a distributed MNO transaction processing system to unblock a critical enterprise client at scale - designing a high-throughput microservices layer operating independently from the core platform with daily reconciliation back to the central ledger, real-time reporting, and full observability dashboards. Delivered ahead of schedule; system has been running bug-free in production since launch.
- Managed ~10 engineers directly while maintaining hands-on involvement in system design, code reviews, and production troubleshooting.
- Established unit testing standards (80%+ coverage in Go) and drove adoption of infrastructure-as-code practices using serverless patterns.

Technologies: Grafana, SUMO Logic, Golang, Java Microservices, Python, Serverless (AWS Lambda), AWS Aurora, SQS, Go Unit Testing (80%+ coverage)

DPO Group
Software Engineer Team Lead   *Jul 2019 - Sep 2021 (2 years 3 months)*

- Led a team of 10 full-stack engineers through key integration projects and feature development for a high-volume payment platform serving millions of users across Africa.
- Managed all aspects of third-party payment integrations, coordinating with external partners and internal teams to deliver on tight timelines.
- Mentored developers, conducted code reviews, and resolved critical production issues, building a culture of ownership and technical rigor within the team.
- Led legacy platform modernization initiative, refactoring VBScript and stored procedures into modern PHP and serverless Go/Node.js Lambdas, while optimizing database performance through sharding, indexing improvements, and data archiving - significantly improving maintainability and system stability.

Technologies: Vanilla JS, VueJS, PHP, ASP, Node.js, Golang, Java Microservices, Redis, MSSQL, MySQL, PostgreSQL, AWS (S3, SQS, Lambda, CloudWatch, CodeDeploy, CloudFormation, CloudFront)

Routeperfect
R&D Team Lead   *Dec 2017 - Jul 2019 (1 year 8 months)*

AI-driven trip planning platform.

- Led an engineering team of 10, driving platform development for an AI-powered travel planning product, improving recommendation accuracy and booking conversion.
- Improved system efficiency by migrating core processing to asynchronous programming patterns, reducing response times and increasing throughput for availability-based package calculations.
- Optimized the logic engine for dynamically updating client travel packages based on real-time availability, improving user experience and operational efficiency.

Technologies: Angular 2, PHP, Golang, Java (AI/ML), C#, MySQL, Redis

DevSense Ltd.
Senior Software Engineer / Full Stack Developer   *Jun 2015 - Dec 2017 (2 years 7 months)*

- Progressed from Full Stack Developer to Senior Engineer within one year, leading key web application projects and mentoring the development team on best practices.
- Enhanced software robustness and performance by implementing standardized coding practices, test coverage (PHPUnit), and deployment workflows.
- Developed scalable web applications aligned with business objectives using modern frameworks across the full stack.

Technologies: Angular, React, PHP, Java, C#, Node.js, MySQL, MongoDB, Redis, PHPUnit

Yoola (formerly VSP Group)
Full Stack Developer   *Nov 2014 - Jun 2015 (8 months)*

- Contributed to the full web application development lifecycle, from design through production, focused on building user-friendly features for content creator tools.
- Worked with PHP frameworks (Laravel, Phalcon) and Angular 1, delivering features that enhanced user experience and platform engagement.

Technologies: Angular 1, PHP (Laravel, Phalcon), MySQL, Redis

EDUCATION

Bachelor of Science (B.Sc.), Management Information Systems   *2011 - 2015*
Max Stern Academic College of Emek Yezreel

SKILLS & EXPERTISE

Architecture & Design: Microservices, Event-Driven Architecture (EDA), Domain-Driven Design (DDD), SOA, SDLC, OOD, TDD, MVC, API Design, Distributed Systems, High-Availability Systems

Languages & Frameworks: Go, Java, PHP, Node.js, Python, JavaScript/TypeScript, C#, React, Angular, VueJS

Cloud & Infrastructure: AWS (S3, SQS, Lambda, CloudWatch, Kinesis, CodeDeploy, CloudFormation, CloudFront), Serverless, CI/CD, Infrastructure as Code

Data & Messaging: MySQL, PostgreSQL, MSSQL, MongoDB, Redis, Kafka, RabbitMQ

Leadership & Delivery: Team Management (up to 25 people), Technical Recruiting, Agile/Scrum, OKRs, Sprint Planning, Incident Management, Cross-functional Collaboration, Mentoring, Budget Management

Domain Expertise: FinTech, Global Payments, Cross-Border Transactions, Compliance, Fraud Prevention, TravelTech, Airline Systems (PSS)

Tools & Practices: Git (GitHub, Bitbucket, GitLab), AI-Assisted Development (GPT, Claude), VCS Workflows, Code Review, Monitoring & Alerting

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LANGUAGES

Hebrew (Fluent) | English (Native Level) | Russian (Native Level)