# RUBEN KHACHATRYAN

**CTO partner and founder of [cubeunity](),**

Master of Science in Computer Science | altMBA by Seth Godin

[linkedin]() | **blogging at [rbn.am]() | [github]() | [ruben@rbn.am]()**
**CEO and founder of [Instepanavan Developlment Foundation]()**

## SUMMARY

*Senior technology leader with **13+ years** of experience spanning fractional CTO services, engineering management, and software architecture. Transforming technology teams, optimizing processes, and aligning technical strategy with business goals. Expertise in remote team leadership across  industries with demonstrable success in mentoring 21+ engineers and managing 20+ projects. Combines technical expertise with empathetic leadership to drive engineering excellence.*

## CORE COMPETENCIES

**Technology Leadership:** Fractional CTO Services | Technical Strategy | Process Optimization | Team Building
**Engineering Management:** Remote Team Leadership | Agile Methodologies | SDLC Implementation |
**Mentoring Technical Expertise**: System Architecture | Cloud Infrastructure | API Design | Microservices | CI/CD Pipelines

## TECHNICAL SKILLS

- Programming Languages: JavaScript/TypeScript, Node.js, Python, Go, C/C++, Java, PHP, Oberon
- Web Technologies: Angular, React, Vue, Express, Koa, HTML, CSS, REST APIs, GraphQL
- Database Systems: MongoDB, Redis, MySQL, PostgreSQL, Oracle SQL, PostGIS
- DevOps & Infrastructure: AWS, Docker, CI/CD, Git, Linux, NGINX, Serverless technologies
- Architecture: Microservices, System architecture design, API design, Cloud infrastructure
- Development Practices: Agile methodologies, Test-driven development, Documentation (Swagger/OpenAPI)
- Specialized Knowledge: RabbitMQ, Data pipelines, Containerization, Load balancing, IoT, Smart devices,

## EXPERIENCE — 13 YEARS / REMOTE WORK EXPERIENCE — 7 YEARS

*2023 - Present* | **Fractional CTO, Tech team change partner, Founder  [Cubeunity]()**

### Company

"Cubeunity"  provides strategic guidance and hands-on implementation to strengthen companies' technical leadership. Fractional CTO services, engineering team coaching, and process optimization to help organizations align their technology and teams with business goals. Focuses on creating sustainable technical practices while ensuring business objectives remain the priority.

### Role

As a Fractional CTO & Tech Team Transformation Partner, I help companies strengthen their technical leadership through strategic guidance and hands-on implementation. I provide fractional CTO services,

engineering team coaching, and process optimization to help companies align their technology and teams with business goals.

### Achievements

- Reduced development costs by 30% for Metaport.ai through process optimization
- Established engineering standards at **Solicy** that decreased bug count by 30%
- Improved code quality and implemented CI/CD pipeline for **Avromic**, increasing shipping speed by 60x
- Helping Rearmenia.am creating a multi-tenant PaaS architecture, enabling scalable deployment for multiple clients

## *2020 - 2023* | Head of Engineering at "The Software Development Company" now devs.ae close collaboration with securetech.ae - UAE, Remote

### Company

"The Software Development Company" now devs.ae is a remote-first organization that delivers digital transformation tools to corporate and government clients. The company focuses on providing premium solutions tailored to the specific needs of customers from the Arabian Gulf region. The focus is on creating custom CMSes, Dashboards, Security systems, Biometric Authentication systems, and Forensics systems.

### Role

*Head of Engineering - JavaScript, Java, PHP stack*

- Reported directly to the CEO and COO, **managing a team of 15**. My core responsibilities included designing architecture and infrastructure, introducing engineering practices, and enhancing documentation. I also interfaced with clients to understand their requirements, subsequently turning those into technical specifications. During the hiring process, I actively conducted open-book coding interviews and led the growth of engineers. My hands-on skills enabled me to quickly jump in and assist in situations when projects were on super-tight deadlines.

### Achievements

- Created technical documentation that reduced onboarding time by 40%
- Successfully set up branching, CI/CD, and containerization practices within the company. **Created a technical handbook for all internal software** development processes.
- **Created a software engineering career path** for the company.
- Created and conducted architecture for 7 complex software systems consisting of databases, back-end servers, front-end servers, load balancers, builders, data and build pipelines, etc. **Example**.

## *2018—2020* | Software Architect at Trilogy / ESW Capital Texas, USA (Remote)

### Company

Trilogy is a software company based in Austin, Texas. With more than 5000 employees, it specializes in software products for Global 1000 companies, especially in the automotive, consumer electronics, and insurance industries. Its clients include Ford Motor Company, Daimler-Chrysler, Nissan, Goodyear, Prudential, Travelers Insurance, Gateway, and IBM.

### Role

As a Software Architect, **I had 6 direct reports,** my primary role involved designing and architecting projects, establishing best development practices, and actively participating in development activities.

Worked on companies/projects like

- **Kayako**
  In my role, I've successfully managed project takeovers and handovers, created technical documentation and handbooks, handled bug fixes and hands-on development, and established CI/CD processes.
- **Crossover internal**
  Actively participated in research projects focused on support automation and issue tracking. Upon project completion, we successfully identified the root causes of issues and proposed effective methods for resolving them. I undertook the task of architecting an LMS (Learning Management System) platform for conducting hiring tests, aiming to replace Moodle with serverless technologies.
- **Versata Central Support Automation / Trilogy Central Support Automation**
  Successfully automated support protocols using chatbots, simplifying processes and reducing the workload on support agents. Additionally, participated in the creation of dashboards for more than 50 company products, providing product managers with KPIs, metrics, and insights for an improved understanding of issues and performance. To enhance business analytics, participated in implementing dashboard-to-spreadsheet data pipelines. Furthermore, we enabled support automation for agents and efficiently migrated over **100,000 messages daily** from Zendesk to internal servers for analytics using **RabbitMQ, MySQL, Node.js**, and containerized systems. The transferred data underwent thorough analysis and quantification through pipelines to generate valuable metrics and insights.

## *2014—2018* | CTO, Co-founder, FLYCODE LLC - Armenia

### Company

FLYCODE LLC was a small startup designed to provide the best software for performance using cutting-edge technologies at the time.  We were building a great service company that provided services to companies like **Digitec**, **OptimizeHit**, **Ideal Systems**, and many others.

### Role

Primary responsibility was hands-on engineering with a handful of leaders. **5 direct reports**.         Created API interfaces for big/medium companies' websites. Delivery / Taxi companies' software systems support **mobile apps, admin dashboards, online tracking, and payment systems integrations**. Created chatbots for medical assistance used in US hospitals, GIS systems for tracking trucks on the roads used in moving houses in Texas, US, and an analytic system that generates insights based on Amazon searches, ratings, and prices. Acted as a bridge between clients and development teams, ensuring clear and effective communication of technical requirements. (MEAN stack)

### Achievements

- **Mentored 6** interns to become successful software engineers, who were later employed in companies like **Podcustle**, **Picsart**, **Epum**, and **Intelinair**
- Created a hardware/software system for water usage tracking for industrial usage. Large pipes for autonomous water usage tracking.

*2011—2012* | **Software Engineer, Alphasoft Armenia - Armenia**

**Company**

Alphasoft was an outsourcing agency which provided software for small businesses.

**Role**

Working with PHP CMSes such as WordPress and PHP frameworks such as ZEND, Magento, Slim, and MySQL.

## TEACHING EXPERIENCE — 3 years

### 2021—present | Stepanavan Central Library and Armenian Regions online

**Mentoring 6** engineers. Introduction to programming course for people 14-40 years. Approach for this class is self-education. It gives the ability to learn how to learn which is the most important in finding a profession.

### 2020—2023 | Teaching assistant at the [American University of Armenia](American University of Armenia)

- CS331 Operating Systems
- CS130 - Computer Organization
- Compiler Design and Language Theories

## EDUCATION

- 2024-2024 | [Seth Godins altMBA](Seth Godins altMBA)
- 2022-2022 | [Certification](Certification) **How to Manage a Remote Team** | [GitLab](GitLab)
- 2021-2022 | **Certification Hotels and Hospitality Management** | [American University of Armenia](American University of Armenia)
- 2017-2019 | **Master's degree in Computer Science** | [American University of Armenia](American University of Armenia) | Thesis/Capstone - [VIpack](VIpack) - **OpenSource** modular Oberon package manager.
- 2010-2016 | **Bachelor's degree in Computer Science** | [State Engineering University of Armenia](State Engineering University of Armenia) | Thesis/Capstone - MVP VPS hosting with Virtual machines using OpenVZ.
- 2006-2010 | [Yerevan Physics-Mathematical school No 1](Yerevan Physics-Mathematical school No 1) | [PhysMath school shortlisted for World's Best School Prizes](PhysMath school shortlisted for World's Best School Prizes)

## PUBLIC SPEAKING / CONFERENCES

- Podcasts - [https://www.youtube.com/@Powered.Podcast/featured](https://www.youtube.com/@Powered.Podcast/featured)
- Recurring talks at [StepLibCamp 2020-current](StepLibCamp 2020-current)
- The big problem in open source 2019
- [Convenient Linux OS](Convenient Linux OS) 2018
- [The best javascript framework ever](The best javascript framework ever) 2018
- [Antipatterns for Adults](Antipatterns for Adults) 2017