

Tania Abanina

Engineering manager

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Summary

Engineering manager with 3 years of experience skilled in UI/UX design and development. Worked 15+ years in cross-functional teams for educational, e-commerce, publishing and other fields as frontend developer, mentor, and delivery manager. I am looking for a leadership and managerial role dedicated to supporting the growth of individuals, teams and organisations in a product company that values diversity and bridges cultures.

Key Skills

- Team leadership
- Coaching
- Mentoring
- Hiring
- Frontend development
- UI/UX design
- Slack; Jira, Trello, Leankit, Basecamp; Confluence, Notion; Miro.
- Inclusion, diversity, non-violent communication, servant leadership.
- HTML, CSS, JavaScript (jQuery, React); Storybook; Cypress; Google Analytics.
- Figma, Zeplin, Sketch; accessibility; responsive web design.

Competencies

People growth

- Conducted 1-1s for four people: assisted in defining personal development plans and acting on them, ran performance reviews; initiated the usage of a 360-degree feedback model, which supported cultivating transparency and constructive tone of voice in the team.
- Advocated for pairing among engineers in the team, which allowed sharing of knowledge of the project and decrease dependencies on certain co-workers.

Team leadership

- Influenced team dynamics of 6 - 12 people by role-modelling open and cross-cultural aware patterns of communication, led adaptation of agile and scrum frameworks. Received positive feedback from colleagues.
- Promoted cross-functional collaboration: set up regular meetings for product managers, designers, and frontend engineers, which shortened the feedback loop and optimised the decision-making process.
- Managed workflow in a distributed team: structured and decomposed work in tickets; created guides for specifications writing; documented and curated guides for team procedures.

Hiring

- Redesigned and drove hiring for the frontend team: natural growth from 2 to 5 people over three years, with all new team members staying in the team. Responsible for the selection and panel interviews for other roles in the product team.
- Established hiring process for the leading role: defined the stages, coordinated a 6-people team, fully owned the screening round. We successfully hired in a 2.5-month time frame.

Product and Delivery Management

- Coordinated stakeholders and engineers: collaborated closely with project owners on the scopes of 20+ projects; contributed to roadmaps and ensured relevant engineering team members were part of the process.

- Led the digitalisation project in the higher education institute: coordinated stakeholders and a team of 4 engineers. Designed in compliance with federal regulations, the internal platform strengthened the institute's profile in the state accreditation process.

Mentoring and professional coaching

- Mentored two UI/UX designers and a frontend engineer who joined the team at entry level and have been contributing to the webshop project from day one.
- Ran workshops for the product, engineering and marketing teams on HTML/CSS, accessibility, people-centric design and development. It established common ground on how we work together and facilitated cross-functional communication patterns.
- Coached communication skills in groups of 6-10 participants and individual level, which received positive feedback and helped people to resolve personal situations: de-escalating of conflicts, dealing with demanding clients, and finding agreements.

Professional experience

Nov 2022 - current Berlin, Germany	Extent of Freedom School: 8-weeks soft skills course for adults Communication coach
Sept 2021 - current Berlin, Germany	FrauenLoop: evening classes for career changers into tech aimed at women Mentor of the Web Design and Development module
Jan 2015 - Apr 2022 Berlin, Germany	Amorelie Online shop for sensual lifestyle (DACH) Engineering manager (Team Lead) Frontend (Jul 2019 - Apr 2022) Senior UI developer (Apr 2017 - Jun 2019) Frontend developer (Jan 2015 - Mar 2017)
Jul 2009 - Dec 2014 Berlin, Germany	Self-employed Setting up digital presence for companies in education, culture, and e-commerce sectors. Selected clients: Careerfoundry, Soundcloud, Cobot. UI/UX designer and developer Brand communication consultant
May 2005 - Oct 2009 Biysk, Russia	Biysk Technological Institute Top 5 higher education institution in Altay region, 4 faculties, 1200+ students Product Manager (Feb 2008 - May 2009) Web designer and developer (May 2005 - Oct 2009)

Education

2002 - 2007 **Biysk Technological Institute of Altai State Technical University**
Specialist. Subject: Engineering management.

Related Training

- Coaching for Managers at University of California, Davis (Coursera) / March 2023
- Scrum Master Certification at LearnQuest (Coursera) / September 2022
- Business English for Cross-cultural Communication at [The Hong Kong University of Science and Technology \(Coursera\)](#) / June 2020
- Inspired Leadership Specialization at Case Western Reserve University (Coursera) / February - November 2017

Languages

English fluent, German upper-intermediate, Russian native.

Visa status

EU citizen, no assistance is needed to get a work permit in this region.