



# YAN BRASLAVSKY

ENGINEERING MANAGER • BERLIN, 10247, GERMANY

## • DETAILS •

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## • SKILLS •

Software Development

E-Commerce

Budgeting

Management

Leadership

Software Architecture

Software Engineering

People / Team management

OKRs / Roadmaps

Agile / Scrum / Kanban

Tech Processes / Strategy

Hiring / Interviewing

Mobile Development (Android, iOS, React Native)

Microservices AWS / GCP

Front End Development React / Javascript / Typescript

Dev Ops/ Platform

Java / Kotlin

AWS / GCP

## • LANGUAGES •

English

Hebrew

Russian

German

## • HOBBIES •

## • PROFILE •

With over 16 years of practical experience in software industry, I have built robust web, mobile and back-end solutions, while leading teams of engineers and managers by creating a goal oriented environment and a culture of excellence.

Being organized, focused and dedicated, I aim to develop my teams to provide high quality solutions according to product requirements, business needs and industry standards.

## • EMPLOYMENT HISTORY •

### Head of Engineering at CountX, Berlin

Aug 2025 — Present

As Head of Engineering at CountX, I lead the technology organization driving the company's mission to automate VAT workflows for cross-border commerce. My focus is on scaling a high-performing engineering function that balances operational excellence, innovation, and strategic impact.

Key achievements and strategic initiatives:

- Restructured the engineering organization, enhancing accountability, velocity, and cross-functional collaboration.
- Reduced platform operating costs by 25% through architectural optimization and data-informed decision-making.
- Integrated AI-driven tools and development practices to increase developer productivity and product quality.
- Cultivated a culture of ownership and continuous improvement, empowering teams to deliver measurable business outcomes.
- Directed security audits and compliance programs aligned with Amazon and JTL requirements, reinforcing trust and reliability.
- Defined and executed a growth strategy targeting a 40% expansion of the client base through scalable systems and automation.
- Oversaw technology budgeting, talent strategy, and organizational scaling to ensure sustainable, high-impact growth.
- Founded and host internal and community meetups focused on AI adoption and engineering productivity, fostering knowledge sharing and industry engagement.

### System Delivery Manager at AWS, Berlin

Oct 2024 — Apr 2025

Leading the operations of AWS's machine learning services across Europe, including Bedrock, SageMaker, Amazon Q, and more, while driving a focus on people, technical

Various fitness activities like callisthenics, cross fit, HIIT, cycling etc...

◦ **LINKS** ◦

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readiness, and scaling operations.

- Oversee a highly structured hiring process, building and expanding a team of 12 professionals to ensure operational excellence.
- Develop and maintain strong relationships with teams developing machine learning services to ensure seamless integration and operational readiness.
- Guide my team to acquire the necessary skills and knowledge to operate and automate the services effectively.
- Manage a wide range of people management duties, including talent development, evaluation, and promotions to foster team growth.
- Build and execute technical roadmaps to ensure operational readiness and scalability under aggressive timelines.
- Lead the management of overload, expectation setting, and navigating ambiguity to achieve business goals.
- Drive the continuous improvement of operational processes to meet evolving business needs and customer expectations.

◦ **Engineering Manager at Soundcloud, Berlin**

May 2021 — Jul 2024

The following are the highlights of my experience managing engineering teams and contributing to the success of cross-team projects at SoundCloud:

- Managed and guided other engineering managers through structured processes and focused one-on-one mentoring.
- Managed multiple engineering teams responsible for core components and client-facing applications infrastructure. Implemented core business metrics KPIs alongside DORA metrics to measure teams productivity.
- Coordinated a cross-team project involving over 30 engineers to deliver a major change in our UI libraries. Resulting in average Lead Time increase across CFA teams by 18%.
- Became an engineering manager of the Android platform team, overseeing 24 engineers.
- Evaluated performance, mentored, and developed a large team of software engineers by leveraging solid frameworks and processes. Resulting in promotion of junior and senior engineers.
- Aligned and coordinated engineering processes and deliverables across multiple teams resulting in predictable timelines and go to market strategies.
- Supported the product counterpart in delivering high-quality solutions by leveraging industry latest innovations such as AI and cutting edge mobile technologies.
- Led hiring, staffing, interviewing, and facilitated hiring efforts resulting in numerous successful hires.
- Participated in shaping and revisiting company-wide engineering practices.
- Aligned engineering goals with company objectives and managed stakeholder expectations. Helping to shape cascading OKRs and delivering according to set goals.
- Reviewed Pull Requests and occasionally paired with individual contributors to support delivery and technical engineering evaluation of my reports.

◦ **Engineering Manager at Klarna, Berlin**

Mar 2020 — Apr 2021

Responsible for technical excellence and delivery of multiple teams within Klarna application. As part of my daily job I was focusing on:

- Hiring and developing exceptional talent

- Managed team leaders by establishing clear goals, implementing structured processes, conducting weekly business reviews, and holding regular check-ins.
- Organizing processes within teams and across multiple teams
- Defining business metrics and technical KPIs to guide success
- People management (Promotions, demotions, layoffs, hiring, PEP talks, mentorship etc.)
- Defining tech strategy according to allocated budget and priorities
- Regular progress reports and stakeholders management

#### Achievements

- Successfully created 4 teams within an App Domain with a clear purpose, scope, KPIs and dedicated staff
- Defined work processes that were adopted domain wide (Team ceremonies, monitoring and alerting, Testing etc...)
- Promoted numerous Engineers and helped them progress in their careers in Klarna
- Contributed to Klarna wide Engineering evaluation processes and guidelines

#### **Engineering Manager at Quandoo, Berlin**

Sep 2018 — Feb 2020

Responsible for 3 cross functional teams with 8 reports, delivering mobile experience to our business clients across 3 different products.

#### Responsibilities

- Close collaboration with product and markets to establish OKRs
- Workflows alignment between stakeholders and product teams
- Mentoring, guiding and growing teams and individuals
- Staffing and scaling teams according to business needs
- Structuring Scrum processes in collaboration with agile coaches
- Coordination of a complicated CFA legacy code migration to a new architecture
- Development of a testing strategy with a QA department
- Facilitation of a software and architectural decisions
- Definition of performance KPIs (MTTR, Team velocity, etc.)

#### Achievements

- Development of a migration strategy of an old monolithic APIs to a new micro-service oriented (KAPPA) architecture
- Promotion of a cross platform development using cutting edge industry frameworks like "Flutter" and "GraphQL"
- Establishment of a "competency matrix" for engineering evaluation and career development plan across tech department
- Established solid CI/CD processes across 3 projects
- Improved hiring process and scaled B2B teams by 40%

#### **Mobile Lead at Home24, Berlin**

May 2015 — Sep 2018

- Leadership of a team of 6 mobile Engineers
- Mentoring Junior Developers
- Facilitating software and architecture decisions
- Minimizing Technical debt
- Ownership of a technical backlog and technologies stack
- Continuous Delivery / Continuous Integration
- Technical representation of mobile department of Home24 to the public (Summits, Hackathons, Blog posts, Lightning talks etc...)

#### **Senior Mobile Developer at GameDuell, Berlin**

May 2014 — May 2015

GameDuell is a game studio focused on multiplayer casual games.

As a Senior Mobile Developer at GameDuell , I was responsible for delivering a delightful

- game experience and developing a cross platform game engine using cutting edge cross platform technologies.
- **Android Developer at Sync.Me, Tel Aviv**  
Dec 2013 — Apr 2014  
Sync.Me is a social network based start-up that focuses on syncing user data. As an Android Developer at Sync.Me , I was responsible for full cycle of application development and delivery.
  - **Android Developer at Zemingo, Tel Aviv**  
Aug 2012 — Dec 2013  
Zemingo is a creative studio for mobile apps. I was developing many different mobile applications as an individual contributor for Android platform. I was also technically leading some of our projects.
  - **Mobile and Web Applications Developer at NeoVSP, Tel Aviv**  
Aug 2011 — Aug 2012  
NeoVSP is a SaaS based video security platform. As a Full Stack developer at NeoVSP I was developing a rich web application, mobile apps and also participating in back-end development.
  - **Freelance Web Developer**  
2008 — 2011  
I was self employed , providing web solutions for various clients.
  - **Practical Electronics Engineer at IDF**  
2006 — 2009  
I was leading a small tech squad of Engineers, maintaining a unique and complex aircraft system.

## 🎓 EDUCATION

- **B.Sc. in Software Engineering, Afeka College of Engineering, Tel Aviv, Israel**
- **Applied Electronics Engineering, Midrashat Hagalil, Migdal Haemek, Israel**