

Hiring software engineer as easy as calling a taxi.

# Bogdan Engineering Manager

## SUMMARY

- 10+ years overall of experience in IT
- Management: Change management, Program management, Project management, Account management
- Upper-Intermediate English

## SKILLS

<b>Main Technical Skills</b>	Scrum, DevOps, Agile
<b>Methodologies, Paradigms and Patterns</b>	Agile, Scrum
<b>Deployment, CI/CD &amp; Administration</b>	DevOps
<b>QA, Test Automation, Security</b>	QA
<b>Other Technical Skills</b>	Backend

## EXPERIENCE

### Engineering Growth Consultant, Talon.

January 2022 — Present

#### Responsibilities:

- Managing, creating, and optimizing processes for the Talon.One RnD department.
- Built the career level matrixes for all engineers and engineering managers.
- Mentored and held workshops for managers in regard to feedback, performance management, and Scrum.
- Implemented a customized agile business model across the RnD department.
- Standardizing SLAs, SLOs, and SLIs across the customer base.
- Lead the effort to define, set and track department-level OKRs.

## **Mentor, Plato**

March 2021 — Present

### **Responsibilities:**

- Mentoring Managers, Senior Managers, as well as a Head of Engineering
- Hosting Circles(workshops) to share and spread my knowledge

## **Engineering Manager, Gorgias**

March 2021 — November 2021

### **Responsibilities:**

- Handling the Core engineering team in the company, responsible for the API, Core features and the mobile app
- Responsible for hiring decisions as well as sourcing to grow the team Created engineering as well as company-wide processes for more efficient planning, road mapping and testing
- Monitored systems through Sentry, Swarmia and Datadog and proactively proposed solutions
- Managed the careers of Senior ICs as well as guided and mentored other Managers

## **Delivery Lead, 3PillarGlobal**

September 2019 — March 2021

### **Responsibilities:**

- Managing software projects from American-based clients
- Working closely with the following company departments - HR, Operations, Sales, Senior Management - to ensure projects are successfully staffed and meet or even exceed their expectations
- Leading training efforts for the company's delivery leads
- Part of the company's agile community of practice
- Managed the software team's career, morale and productivity
- Handled client-team relationship where an NPS score of 10 was received on one engagement and a 9 on the other

## **Senior Project Manager , Xogito**

August 2018 — September 2019

### **Responsibilities:**

- Managing a multitude of projects from SaaS to E-Com
- Responsible for leading 25-35 people based on project portfolio at the time
- Managing different projects type (time and material, fixed price) and setups (team as a service, team extended, etc.) in Agile environment
- Create and execute project plans, monitor project progress and take proactive and corrective measures when needed
- Collaborate with department managers for project staffing
- Works effectively with the sales department to develop new proposals and opportunities
- Support team members and build commitment within the teams.



## **Delivery Manager , Levi9**

July 2017 — August 2018

### **Responsibilities:**

- Managing different projects type (time and material, fixed price) and setups (team as a service, team extended, etc.) in Agile environment
- Create and execute project plans, monitor project progress and take proactive and corrective measures when needed.
- Collaborate with department managers for project staffing
- Perform daily operation of handling incidents, problems, changes and service requests
- Maintain an updated overview on risks, budget, time, quality and scope status for assigned activities and share this information with managers, clients and teams in a clear and effective way
- Proactively communicate internally and externally to align all interested parties and management of activities that have implications on the effectiveness of running the business
- Works effectively with the sales department to develop new proposals and opportunities Support team members and build commitment within the teams.

## **Development Team Lead, Softvision**

Aug 2016 — Jun 2017

### **Responsibilities:**

- Led a team of 9 individuals that delivered high-quality features in a timely manner on a sprint-by-sprint basis
- In charge of one of four verticals inside a 50+ members project
- Devised a strategy alongside my other leadership peers to bring the team to optimal sprint velocity
- Created the processes on the engagement almost from scratch as the team didn't adopt any agile methodology before
- Took part in and lead risk management efforts
- Worked alongside the PM in implementing scrum ceremonies such as planning, retrospectives and grooming sessions

## **Web Development Trainer, Informal School of IT**

Apr 2016 — Dec 2018

### **Responsibilities:**

- Mentoring students in the ways of web development
- Holding mock interviews
- Promoting and empowering logical and creative thinking.
- Creating courses
- Assigning and correcting monthly evaluations
- Managing student expectations



### **Lead Front End Developer , Oodrive**

Apr 2016 — Aug 2016

#### **Responsibilities:**

- Built a custom form app from scratch
- Decided and implemented the initial tech stack
- Guided the rest of the developers on the process and vision of the project

### **Senior Front End Developer, Endava**

Nov 2014 — Apr 2016

#### **Responsibilities:**

- Developed features on projects ranging from financial to entertainment ones Created and managed 5 different communities studying various concepts from programming to design
- Contributor to the Agile practice
- Created a mentoring program alongside my peers to guide and teaching other colleagues the ways of FE development
- Held several presentations on topics such as feedback and the development process

### **Front End Developer , Optymze**

Apr 2014 — Nov 2014

#### **Responsibilities:**

- Developed features within the company's product
- Participate and got all the way to the finals in the company's annual innovation competition, even won an award for best-presented idea

### **Web Developer , Audacious Leap**

Nov 2013 — Apr 2014

#### **Responsibilities:**

- Created and maintained wordpress based webapps

## **EDUCATION**

### **Computers & Information Technology, Technical University "Gh. Asachi" Iasi**

2011 — 2015

