

CURRICULUM VITAE

QUALIFICATIONS AND COMPLEMENTARY SKILLS

- ✓ 14+ year professional experience in software development
- ✓ 7+ years as Senior Project Manager/Art Manager/Department Director/
- ✓ Experience in management of large departments and cross-functional teams (120+ people) in deeply cooperation with Business Intelligence, Marketing and Operations
- ✓ Experience in management of prototyping and studio tech R&D
- ✓ Experience to work both as a customer of a big international outsourcing vendor group (15+ studios / 300+ people per project) and as a vendor for world leading development companies
- ✓ Experience in identification, management and mitigation of project and business risks
- ✓ Experience in setup Development processes and departments structures
- ✓ Knowledge of software development process frameworks (Waterfall, SCRUM and others)

[ICAgile](#) Certified Professional in Agile Project Management (**ICP-APM**)

[ICAgile](#) Certified Professional (**ICP**)

PRIVATE INFORMATION

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SOFT SKILLS

- Excellent interpersonal skills
- Excellent writing and presentational skills
- General understanding and ability to coordinate efforts with other disciplines, such as programming, testing and design
- Excellent management skills and good knowledge of marketing principles
- Excellent leadership
- Proactive, dynamic and diplomatic skills
- Results-oriented
- Good organizational skills
- Capacity to work under pressure
- Effective multitasking
- Strong communication skills

TECHNICAL SKILLS	
Skill Category	Skill List
Operating Systems	Windows 3.1/95/98/ME/2000/XP/Vista/7/8/10, Windows phone, Android, iOS
Verticals	Technology, Digital Media, Engineering, HealthCare, Online, Real Estate, Retail, Government, Video Games
Specialties	Delivery Management, Product Management, Project Management, People Management and Development, Game Development, Technology Development, Centralized Service Development
Tools	JIRA, Confluence, Microsoft Project, Microsoft Visio, Axure, Redmine, Ace Remote Project, Mantis Issue tracking system, Microsoft Visual Studio 2015
Version control systems	SVN, GIT, PerForce, Unity AssetServer
RDBMS	MySQL, MS Access, MS SQL
Web	HTML, XML, Joomla CMS, JavaScript, ActionScript/Flash
.NET	C#, Xamarin, WinForms, DirectX, ASP.NET, MVC, .NET, IIS
Graphics	Adobe Photoshop, Illustrator, InDesign, Corel Draw, Autodesk 3d Max, Maya, Mudbox
Physics	Nvidia PhysX, Havok
3d Engines	Unity3d, Gamebryo, Ace3DEngine, OpenSceneGraph, CryEngine, BigWorld, Dassault 3d Via (Virtools)

WORK EXPERIENCE			
Date	Organization	Position	Primary functions
01/2015-09/2016	Wargaming.net , Minsk	Senior Project Manager / Art Manager (World of Tanks)	<ul style="list-style-type: none"> • Delivery management: Delivery management: Plan and supervise the development of each version; rapid detection of challenges and risks, developing solutions, change-request managing, managing expectations of key stakeholders. • Optimization of internal business processes: Improve processes for content creation within the department and interacting with other departments. • Quality control: Follow product quality requirements, define criteria for and follow up on the efficiency of key development processes; be responsible for release and crisis management. • Product management: Plan and implement long-term strategic objectives; working closely with Business Intelligence, Publishing and Marketing. • Resource management: Plan the department's organizational structure, in line with business requirements; facilitate employee development; build a candidate pool. • Cross-functional communication and projects: Interact with other departments and studios within ongoing projects • Key Achievements: <ul style="list-style-type: none"> ○ Build the very effective vendor chain for massive content production -> Significantly exceeded initial production plans ○ Integrate Art Managers in technology production for the whole cycle from R&D to

			<p>Final content release / Introduce Agile methodologies (Scrum/Kanban) to production -> Greatly speed up the technology production cycle / Make the production process more transparent & predictable / Decreasing the bureaucracy level</p> <ul style="list-style-type: none"> ○ Reorganize departments from Functional teams to Cross-functional teams -> Improve the collaboration & communications / Let the team be responsible for the final result / Allow to move to Scrum framework ○ Introducing roles of Supervisors, a.k.a Product Owners in technology and content production cycles -> Make the final result predictable for Project Stakeholders on early stages ○ Strongly support & develop Continuous Improvement processes -> Decreasing the bureaucracy level & Increasing team's motivations & efficiency ○ Introducing internal training courses by skilled team members -> Increasing team's motivations & efficiency / Improving Retention of Key professionals / Build internal community by specializations
04/2014-12/2014	Program-Ace LCC, Kharkiv	Department Director, Cross-platform and CG departments	<ul style="list-style-type: none"> ● Ensures effective production function of development departments ● Participates in developing and implementing a strategic plan that supports the organization's vision and goals ● Builds and maintains a departmental structure, operating standards and practices that are responsive and adaptable to evolving business needs ● Direct the functions of budgeting and reporting to appraise operating results in terms of costs, budget, operating policies, trends and increased profit opportunities ● Ensures effective Customer Care function ● Accountable for hiring, rotation, firing ● Working with outsourcing teams ● Management of key company projects
12/2009-03/2014	Program-Ace LCC, Kharkiv	Senior Project Manager / Art Manager	<ul style="list-style-type: none"> ● Coordinate projects with lots of complex cross-functional elements ● Establish a project's scope and milestones ● Establish the budget and ensure the project's profitability ● Ensure the optimal organization of the team's work ● Selection and management of project's team both core and outsourcing ● Coordinate with internal technology groups as it relates to pipeline and process ● Along with the Leads ensure the timely delivery of features ● Work with studio executives and department leads for continuous process improvement ● Safeguard company assets including source code, content, tools, game design information and technical knowhow

03/2009-12/2009	Program-Ace LCC , Kharkiv	Project Manager	<ul style="list-style-type: none"> • Coordinate projects with lots of complex cross-functional elements • Establish a project's scope and milestones • Establish the budget and ensure the project's profitability • Ensure the optimal organization of the team's work • Selection and management of project's team both core and outsourcing • Working with marketing team and customer itself • Continuous Improvement process with projects teams
05/2008-03/2009	Program-Ace LCC , Kharkiv	Lead Artist	<ul style="list-style-type: none"> • Designing, rigging, unwrapping and texturing 3D characters • Designed, unwrapped, and textured 3D environment • Lead and organize work of 3d artists team (3-12 artists)
06/2006-04/2008	JSC ROSS, Kharkiv	Lead Artist	<ul style="list-style-type: none"> • Design and developing all corporate advertising materials such as booklets, banners, posters, catalogues and so on • 3d-Modelling (industrial design and interiors) • Preparing models for 3d engine (Virtools) • Scripting in 3d Via/Virtools 3/4/5 • Writing custom HLSL-shaders
2002-2006	Envoy Game Studio, Kharkiv	Lead Artist / 3d Artist	<ul style="list-style-type: none"> • Design and developing all corporate advertising materials such as booklets, banners, posters, catalogues and so on • 3d-Modelling (industrial design and interiors) • Preparing models for 3d engine (Virtools) • Scripting in 3d Via/Virtools 3/4/5 • Writing custom HLSL-shaders
2001-2004	Eurostroy Ltd., Kharkiv	Owner, Entrepreneur	<ul style="list-style-type: none"> • Wholesale, Retail / Construction Materials • Setup from scratch and run small business (5 employees) • Working directly with suppliers (Ukraine and China) • Working directly with government and private enterprises • Organizing logistics from abroad and all over Ukraine

PROJECTS WORKED ON

Company	Project	Short description	Position
Wargaming.net	World of Tanks	Legendary MMO Action up to 1 million CCU (Concurrent Users), up to 10 million DAU (Daily Active Users) - Mixed Agile(Scrum)/Waterfall development framework	Senior Project Manager / Art Manager

		- Jira/Confluence	
Atlatl (USA)	ScreenTight Configuration Software	ScreenTight Porch Screening Configurator is a powerful and helpful tool designed to exclude the guess work from a screening project taking the user step by step through the project, from choosing a porch style, to adding a door, and to the final step of choosing one of three Screen Tight® screening systems. (Unity3d/iOS/Windows/Mac/Browser) <ul style="list-style-type: none"> - Agile(Scrum) development framework - Jira/Confluence 	Senior Project Manager
	BLM Configuration Software	Web and mobile application to automate BLM (beam laser machines) product configuration&sales Processes (Unity3d/iOS/Android/Browser) <ul style="list-style-type: none"> - Agile(Scrum) development framework - Jira/Confluence 	Senior Project Manager
	Florida Configuration Software	Web and mobile application to automate Florida Screening product configuration&sales Processes (Unity3d/iOS/Browser) <ul style="list-style-type: none"> - Agile(Scrum) development framework - Jira/Confluence 	Senior Project Manager
	SR Configurator Industrial Backgrounds	Content production for different configurator applications <ul style="list-style-type: none"> - Waterfall development framework - Jira 	Senior Project Manager
Lockheed Martin (USA)	Console Tech Manual	Real-time Interactive service manual based on Unity3d for iPad 2/3 (iOS 5 platform) <ul style="list-style-type: none"> - Agile(Scrum) development framework - Jira/Confluence 	Senior Project Manager
	Military Virtual Trainer	Real-time Interactive military training based on CryEngine 3 / Technical leading <ul style="list-style-type: none"> - Agile(Scrum) development framework - Jira/Confluence 	Project Manager
	Engine Controller Virtual Trainer	Real-time Interactive military training based on Unity3d for iPad 2 (iOS 4.3/5 platform) <ul style="list-style-type: none"> - Agile(Scrum) development framework - Jira/Confluence 	Project Manager
TROPICAL	Golden Cave Casino	Complex gambling platform which	Project Manager

GAMING LLC (Russia)		implements all the required business logics (both of separate games and of the Internet casino at large). Browser plug-in and a set of gaming clients. (PHP/MySQL; C++/Direct3D/Ace 3D InBrowser Engine; Ruby-on-Rails; Java)	
MOMEDX (USA)	http://www.momedx.com/	Mobile app designed for the use in the healthcare system for creation and management of patient surveys by both patients and doctors – based on HTML5, PhoneGap, XCode, MonoTouch (Android/iOS)	Project Manager
Digimation (USA)	Armerville / Armerville 2 / Armerville 3	Real-time shooting trainer based on Ace3d engine / Unity3d for Windows and Mac platforms <ul style="list-style-type: none"> - Mixed Agile(Scrum)/Waterfall development framework - Jira/Confluence 	Senior Project Manager
	Common Processing System Virtual Trainer	Real-time Interactive military&navy training based on Ace3d engine <ul style="list-style-type: none"> - Mixed Agile(Scrum)/Waterfall development framework - Jira/Confluence 	Project Manager
	Shooting range Virtual Training	Real-time shooting trainer based on Ace3d engine and Nvidia PhysX <ul style="list-style-type: none"> - Mixed Agile(Scrum)/Waterfall development framework - Jira/Confluence 	Project Manager
	iRange / IRange 2	Real-time shooting trainer based on Unity3d for iPad 2 and AppleTV2 (iOS5 platform) <ul style="list-style-type: none"> - Mixed Agile(Scrum)/Waterfall development framework - Jira/Confluence 	Senior Project Manager
	iAugment	iPhone4 / iPad2 application for plastic surgeons based on Unity3d&Xamarin <ul style="list-style-type: none"> - Waterfall development framework - Redmine/Mantis 	Project Manager
	Epona Medical (Holland)	LapX	Surgical simulation of operation based on Ace3d engine and Nvidia PhysX <ul style="list-style-type: none"> - Waterfall development framework - Redmine/Mantis
Nijmjegjen (Holland)	Waalsprong	Real-time Interactive architectural 3D visualization based on Ace3d engine <ul style="list-style-type: none"> - Waterfall development framework - Redmine/Mantis 	Project Manager / Lead/Technical Artist

Navteq (USA)	GPS Navigators maps	2d navigation maps creation /content /tools - Agile(Scrum) development framework - Jira/Confluence	Project Manager
Kano apps (USA)	Pirate/Vikings clans	Massive Content production for social games / Outsourcing - Waterfall development framework - Redmine/Mantis	Senior Project Manager
	Rise 2	Massive Content production for social games / Outsourcing - Waterfall development framework - Redmine/Mantis	Senior Project Manager
Program Ace (Ukraine) Internal projects	Ace Engine 3d	3D engine, Framework for 3D solutions / Team leading / Design - Waterfall development framework - Redmine/Mantis	Product Manager

EDUCATION

Date	Establishment	Faculty, specialization
1996-2001	Kharkiv National University of Economics	International economics Master of science degree
1992-1996	Kharkiv state computer college	3d-Programming Bachelor of science degree
1984-1992	School №116	
Date	Establishment	Faculty, specialization
2001-2004	Kharkiv National University of Economics	Post-graduate course

TRAINING PROGRAMS

Program name	Provider	Description
Targeted Selection: Interviewer	Development Dimensions International (DDI)	<ul style="list-style-type: none"> • Selection of people whose skills and motivations match specific job requirements • Helping to avoid the long-term cost implications of hiring the wrong person • Allowing to tailor selection process to meet specific organizational needs

LANGUAGES

- English – Advanced
- French – with dictionary

- Russian, Ukrainian – Native languages