

Andrew Molyuk

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Skills summary

- Vast experience in business **processes definition** and **team building**. Leading R&D teams in complex and challenging environments to **successful product delivery**
- Extensive experience in analysis, architecture, design, development, testing and production life cycle of software projects, including custom **Scrum** and **TDD/BDD** methodologies
- Articulate understanding of **distributed software architecture** and design. Deep knowledge and experience of concurrent and networked, **high load** and **high availability** software architectures
- Excellent knowledge and experience in Microsoft .NET Framework and open source technologies: ASP.NET MVC, **Angular**, **React**, Flux, **Redux**, **Node+Express/Hapi**
- Vast mobile development experience in native and hybrid environments
- Strong knowledge of **Microsoft SQL Server** , vast experience with key-value databases like **Redis** and **MongoDB**
- Deep knowledge of Internet protocols, configuration management and revision control systems. Vast experience in provisioning and release management, including **continuous integration** and **continuous deployment**
- Ability to work well under pressure, excellent communication skills

Professional employment

July 2015 – Present

VP R&D at Screenz

- In accordance with company's objectives developed and monitored research plans and multi-million dollar detailed budgets for R&D projects, ensuring projects are completed on time and within cost objectives
- Drive accountability, consistency, quality, and process standardization across all phases of research and development
- Directing the Research and Development program, from new product proposal to commercialization
- Maximizing product profitability and improving product performances
- Supporting R&D projects at group level participating in meetings and sharing technical information and best- practices
- Defining the right allocation of the resources, ensuring the correct application of tools and policies on training, career path and evaluations and inputs to the compensation systems
- Reducing labour cost by initiating and planning outsourcing of development resources and implementing an off-shore development team in Ukraine for the company
- Cooperating closely with product managers to assure customer focus and target costs; co-developing product roadmaps
- Direct and indirect management and coaching of technical staff (up to 30 employees) in dynamic environment and under intense development
- Leading a smooth transition of taking an ad-hoc startup team in a dysfunctional environment and transforming it into a cohesive, aligned engineering organization with improved morale under leadership

Environment

- NodeJS, Redis, Couchbase, Elastic Search, Debian/OS X, hybrid iOS/Android environment, AngularJS

Achievements

- Univision Conecta platform development for La Banda show is a **high loading** platform with proven support more than **200K concurrent users**, over 400K downloads and more than 4.5M user interactions
- Full solution implementation for the US nation's oldest minority-focused presidential forum in Iowa
- Second screen **highly available platform** development for Rising Star show successfully working in Israel, Brazil and Argentina

May 2014 – Present

CTO at YKM

- Identifying opportunities and risks for delivering the company's services, including identification of competitive services and opportunities for innovation. Identifying technology trends that support the success of the business

- Leading strategic planning to achieve business goals by identifying and prioritizing development initiatives and setting timetables for the evaluation, development, and deployment of all web-based services
- Development and execution of an information security plan that protects the confidentiality, integrity, and availability of the company's data and servers
- Direct management and coaching of technical staff (up to 15 employees) based on intensively changing daily needs

Environment

- .NET Framework 4.0/4.5, C#, ASP.NET MVC/Web API, EntityFramework 5/6, SQL Server 2008/2012, HTML5, CSS3, AngularJS, iOS/Android development including Xamarin, Continuous Deployment to Azure

Achievements

- Supervising recruitment, training, retention, and organization of all staff development in accordance with the company's hiring process, personnel policies, and budget requirements. Organized and performed a massive recruitment to wide range of positions in the R&D department. R&D team organization and technical leads promoting.
- As part of daily operational management, sharing knowledge, mentoring, and education of the management, staff, partners and customers with regard to the company's technological vision, opportunities, and challenges
- Selection and set up of a software revision control system and repository (TFS/GIT). Initiation and implementation of full project life cycle in multi-projects complex environment.
- Organized safe deployment process, implementation of continuous integration (CI) and continuous deployment (CD) procedures in production and staging environments
- Initiation of installation and integration of web-based internal communications systems (wiki, projects and tasks management systems, bug tracking systems)
- Definition and adoption of coding conventions and documentation standards. Conducting code reviews and specification conformance testing
- Reviewing of current best practices for the selected web framework and establishing the initial architecture for each project according to customer needs
- Selection and integration into continuous integration process of a static code analyses tools (SonarQube) raising code quality and preventing security vulnerabilities. Implementation and integration of monitoring application performance and reviewing any application failures in staging or production.

October 2011 – May 2014

Development Manager at Synerion Systems

- Managing of R&D staff (up to 15 employees) comprising of agile Scrum methodology. Working closely alongside Product Owners and Stakeholders including progress exceptions mitigation and successful product delivery
- Defining and estimating of development and QA tasks, timelines, and making sure all is done according to the plan in the highest quality
- Staff recruiting and managing on the personal and professional level in the dynamic and complex development environment

Environment

- .NET Framework 4.0/4.5, C#, Silverlight, HTML5, CSS3, AngularJS, TypeScript, ASP.NET MVC, PhoneGap, SQL Server 2008/2012, NHibernate, NServiceBus

Achievements

- Designed, implemented and successfully delivered to number of customers a scheduling module of workforce management system for long-term care enterprises at Israeli and North America's market. Led roadmap establishment and management of product delivery commitments
- Established complete project life cycle - from initial estimations to product delivery and support. Implemented ALM processes & tools in development teams, increased Agile and Scrum adoption in teams
- Created and managed project plans that address project approaches, deliverables, change management, resource requirements and implementation schedules. Maintained, communicated and escalated project critical path when appropriate
- Defined and designed the architecture of different system components which need to stand in high volumes, supplied stability and good performance
- Successfully acted as Scrum Master/Project Manager for complex, large scale project
- Successful design and implementation of rich DSL framework based on AngularJS in order to quick transition of legacy system to new HTML5 technologies
- Designed and implemented internal diagnostic tools, which significantly reduced the time spent on configuration error detection during deployment of the distributed system
- Organization from scratch and performing of massive recruitment to wide range of positions in the whole R&D department

August 2006 – July 2011
R&D Director at BestTV

- Setting standards and procedures for the department (analysis, design, configuration management, development, documentation, QA)
- Identification and formalization software development procedures
- Gathering non-functional requirements and constraints from projects' stakeholders
- Participation in architectural skeletons design and implementation during projects' iterations
- Planning, organization and monitoring of development process

Environment

- .NET Framework 2.0/3.5, C#, ASP.NET, AJAX, MS SQL Server 2000-2008

Achievements

- Identified and documented complete set of software development and configuration management procedures, adoption of Microsoft Solution Framework (MSF) and ReadySET
Managing a technical staff through the whole stage of development of the product, including personal participation in the development. Management of all department system test activity. Established lab, team, methodology and test tools
- Designed and implemented media framework API and back office system that allow clients to track and manage the broadcasting multimedia systems over internet

January 2005 – July 2006

Senior Developer at Formula Telecom Solutions

- .NET Framework 1.1, C#, ASP.NET, MS SQL Server 2000, Delphi 6/7, Oracle 9/10, Unit
- Analyses and ensuing refactoring of current architecture, with using of design patterns
- CRM/Orders module development and support, including client-side and server-side components of n-tier system, based on COM+/MTS technology
- As the informal lead architect, within a group of senior developers, has established the overall high-level architecture of CRM/Orders module
- Designed and implemented kind of mediator application server with extensible rule based management
- Designed and realized flexible logging engine for centralized tracking of distributed application

February 2003 – January 2005

Team Leader / Senior Developer at dsIT Technologies

- .NET Framework 1.1, C#, MS SQL Server 2000, Delphi 6/7
- Configuration management process implantation and support
- Design and implementation of automated build application
- Development of distributed load test and tuning performance development tools
- Create of security policy management system for billing application

September 1999 – February 2003

Team Leader at Almog Software Industries

- Flexible engine implementation for automated transferring from DOS to Windows platform
- Multithreaded license server development with binding simplest client calls
- Development of UI controls and components framework

August 1997 – September 1999

DBA / Developer at AzBen Systems

- Custom database replication algorithm implementation for specific retail system needs
- Participation in database versioning and upgrade engine implementation

Education / Professional courses

- Effective Problem-Solving and Decision-Making at University of California, US, Irvine, 2016, 100/100
- Pattern-Oriented Software Architectures for Networked Software at Vanderbilt University, US, Tennessee, 2013, 100/100
- System Analyses and Design with UML at John Bryce Training Center, Israel, Tel Aviv, 2006, 94/100
- MSc, Applied Mathematics and Programming at Kiev State University, Ukraine, Kiev, 1996, 86/100

References

References are available upon request.