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Engineering Manager

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SUMMARY

Engineering manager with 10+ years in tech and 3+ years leading teams. At Positive Technologies I built an engineering department from scratch and grew it to 11 people across four cross-functional teams. Before that, Yandex and VK. I pair strategy and process with hands-on work in React, Angular and TypeScript. I came up as a full-stack developer, so I still cover backend when it's needed: Python, PHP, Node.js. Bringing AI-assisted development into the teams sped up our delivery by half.

KEY RESULTS

- **Department grown 0 → 11 in a year.** Four cross-functional teams — a lead, frontend engineers and a designer in each; I did all the hiring myself, external and internal.
- **Not a single person left the department voluntarily in two years.** Held the team's core together while the company weathered a storm.
- **Six promotions inside the team:** three people grew to senior level, three more became leads.
- **Delivery 1.5× faster with AI tooling** (Claude) — the effect is backed by my own engineering-metrics analytics; up to 2× for individual engineers.
- **Daily releases in VK's high-load fintech** instead of rare big-bang rollouts: feature flags and gradual rollout by user segment.
- **Release prep takes 10 minutes instead of two hours** — the whole cycle is covered by automation.

EXPERIENCE

Head of UI Development (Engineering Manager) — Positive Technologies

2024-03 — 2026-08 · Moscow · remote

4 teams · department 0 → 11 in a year · 6 promoted to Senior/Lead · 5+ products

The frontend function across the IT directorate's products: four cross-functional teams of tech leads, frontend engineers and UX/UI designers. I owned the function end to end, from strategy and hiring through to technical decisions and what users actually saw, holding the balance between the business, the product and the team.

Products

- Ran the full UI lifecycle, from low-fidelity prototypes through to production release and continued work on prod.
- Owned the UIs of the Corporate and Partner portals, Aim (infrastructure-management automation), Preboarding (hiring and onboarding) and a handful of smaller products.
- Designed systems from the ground up — the Corporate portal, Aim and Preboarding: from requirements analysis and architecture through to production operation.
- Kept UI delivery steady for products with a live user base.

Teams & process

- Built the frontend function from scratch: hiring, onboarding, ownership areas, strategy; scaled the department from 0 to 11 people in a year.
- Led a team distributed across six cities — from Moscow and Sochi to the Urals, Omsk and Novosibirsk — spanning four time zones, with async processes set up so the time difference never slowed delivery.
- Some teams came to me by inheritance: I put process in place, made the work transparent and manageable, and built trusting working relationships.
- Turned business requirements into technical solutions: groomed and decomposed tasks with product managers, shaping specs before they reached development.
- Planned the function's resources: staffed teams from scratch for new work, planned quarters and sprints against available capacity, and managed an external design contractor.
- Fully replaced a product's team and migrated its UI to a modern stack seamlessly, without pausing product development.
- Started running design review, and visual bugs fell from a steady 5–10 to 0–1 per release.
- Reworked how we build emails: what used to take a designer and a developer about a week now takes one developer a couple of hours.

People

- Grew the team through individual development plans: three reached Senior, three more became leads.
- Two years, zero voluntary departures from the department — through turbulence and budget cuts; the only losses came with a company-wide headcount reduction.
- Made the teams more autonomous and lowered the bus factor: the work no longer hinged on individual people.
- Owned the function's payroll budget: salary offers for candidates, pay reviews based on development-plan outcomes.
- Made hard management calls, including parting with team members during team optimisation.

Technology & hands-on

- Brought in AI-assisted development (Claude and similar): prototyping, refactoring, coding and review got about 1.5× faster.
- Measured the AI effect with my own Jira analytics: team cycle time −17%, rework rate down from 39% to 28%, throughput +31%; top engineers' cycle time halved.
- Built the team's internal Claude Code plugin marketplace — subagents, slash commands and skills for code review, task grooming and git workflow.
- Got hands-on with the code of key UI parts in React and Angular — selectively, in the complex and critical spots.
- Shaped architectural decisions and ran code reviews; strong in frontend architecture and UI development standards.
- Built engineering-metrics analytics on top of Jira (Python, FastAPI, React): cycle time, velocity, throughput, rework and sprint carry-over — comparable across teams and per person, in business hours.
- Grew the Events Calendar — an SSR app on Next.js in an Nx monorepo.

Frontend infra & FrontOps

- Designed and evolved the team's frontend infrastructure.
- Built the team's shared tooling: a published npm package with unified linter configs and architecture (Feature-Sliced Design) rules, plus a GitLab code-review queue dashboard with automated notifications.
- Automated the release cycle (scripts + CI/CD) — release prep dropped from 2 hours to 10 minutes.
- Improved release stability and delivery predictability, reduced operational load on teams.

Stack: TypeScript, React, Next.js, Angular, JavaScript, Redux Toolkit, RTK Query, LLM-assisted development, Claude, Python

Team Lead — VK

2023-04 — 2023-12 · Moscow · remote

highload · **10,000+** users · **10,000,000+ ₪** in monthly payouts · team of **4** engineers

VK fintech, the Cashout product: a full self-service money-withdrawal interface where a creator picks an earnings source among their monetisations and cashes out the amount they need. A high-load service inside the VK ecosystem. I grew into this role from senior frontend developer.

- Led a cross-functional development team (4 engineers, distributed across cities) and the Cashout product.
- Drove the product core, self-service withdrawal: a creator picks an earnings source and cashes out what they need, with earnings analytics and related features alongside.
- Service scale: tens of thousands of creators and payouts of tens of millions of rubles per month.
- Planned and delivered product integrations and improvements.
- Worked closely with adjacent departments (QA, design, analytics, marketing and PR, editorial, document flow, legal) so the service stayed resilient, the UX stayed solid, growth metrics were tracked, and payouts to the self-employed, sole proprietors and legal entities went out correctly.
- Integrated adjacent departments to automate routine processes.

- Ran 1:1s and performance reviews, set goals and growth areas for the team.
- Hands-on development of VK fintech UIs and the Cashout service.

Stack: TypeScript, React, JavaScript, Redux Toolkit, RTK Query, PHP, MySQL

Senior Frontend Developer — VK

2022-08 — 2023-04 · Moscow · hybrid

highload · ~100M MAU

- Built high-load VK fintech UIs, part of one of the region's largest social networks, with an audience of roughly 100M MAU.
- Introduced feature flags: multiple releases per day and selective rollout of functionality to specific user segments.
- Built the Cashout service UI.

Stack: TypeScript, React, JavaScript, Redux Toolkit, RTK Query

Fullstack Developer — Яндекс

2018-12 — 2022-05 · Moscow · office

8+ internal services

Team building automation and management tooling for data-centre IT infrastructure.

- Built and grew a UI component library and moved most of the team's projects onto it, so new interfaces came together several times faster.
- Mentored colleagues in backend and frontend development.
- Was product owner for several of the products: responsible for their growth and support.
- Wrote external and internal operations documentation for services.
- Extended and maintained the server ordering and provisioning platform for company services.
- Built a service for assembling, disassembling and re-assembling equipment — from server components to self-driving-car parts.
- Stood up an equipment-repair platform that covered the whole cycle: from the request to getting the repaired hardware back from the service centre.
- Built the UI for fulfilling data-centre work orders — component and server replacement.
- Wrote a technical asset-tracking system for the company's physical assets.
- Automated inventory of server-hardware manufacturing on the factory floor with a dedicated UI.
- Built a service for transactional equipment-state changes across inventory and quantity-accounting systems.
- Built a procurement and manufacturing ordering service: given a minimal required configuration, it picks the most cost-effective hardware.

Stack: TypeScript, React, Angular, JavaScript, Python, Flask, PHP, Symfony, PostgreSQL, MySQL, Oracle, MongoDB, Redis

Developer — Kodix

2017-08 — 2018-12 · Moscow · office

- Built and maintained a unified platform for car-dealer websites: delivering features, updates and content from a control centre to all dealer sites; keeping them aligned with the brand site in look, catalogue and pricing.
- Built a car-configuration selector by key factors, with price prediction and Unity-based 3D visualisation.
- Built a personal-car valuation service from parameters based on comparable auto.ru listings; microservice architecture.
- Made an internal UI for automated deploy and server management (prod/test/dev) with configurable specs and Ansible API integration.
- Built an MVP mobile web app for a service-station engineer: a car-intake report with cost, urgency and other fields.

Stack: Vue.js, JavaScript, Python, Flask, PHP, Laravel, MySQL, Redis, Codeception, 1C-Bitrix, jQuery

Web Developer — Фриланс / прямой заказчик («Европолы»)

2017-03 — 2017-08 · Moscow · hybrid

- Built an internal inventory and warehousing system for Evropoly — with its own access control and heavily customised table visualisation on DataTables.js.
- Built a parquet e-commerce store: an SEO manager ranked products with dynamic rules on their attributes, plus warehouse and product-attribute management.

Stack: JavaScript, PHP, MySQL, Yii2, jQuery, Bootstrap

Web Developer — Givemesite

2016-06 — 2017-03 · Moscow · office

- Built e-commerce stores and a tool for automating bid management in Yandex.Direct.

Stack: JavaScript, PHP, MySQL, 1C-Bitrix, Yii2, jQuery, Bootstrap, HTML5

SKILLS

Management: hiring, offboarding, individual development plans, 1:1s, mentoring, Jira, OKR / roadmap, Agile / Scrum, process design, distributed teams, requirements engineering, engineering metrics, resource planning, compensation & payroll, vendor management, stakeholder management, product ownership, cross-functional collaboration, change management

Frontend: design systems, Feature-Sliced Design, Node.js, TypeScript, React, Next.js, Angular, Vue.js, JavaScript, Redux Toolkit, RTK Query, React Hook Form, Zod, Ant Design, CSS Modules, SCSS, Vite, Webpack, Preact, Preact Signals

AI in development: LLM-assisted development, Claude, OpenAI, Cursor, AI adoption, MCP servers, llms.txt, Claude plugins dev, routine automation

Backend: Python, Flask, PHP, Symfony, Laravel, PostgreSQL, MySQL, MongoDB, Redis, Linux, FastAPI, SQLAlchemy, Alembic, pytest, Doctrine ORM, Composer, Memcached

Infrastructure / DevOps / Other: Docker, Nginx, Bash, GitLab CI, Flux, Sentry, Unleash, GitOps, architecture, system design, monorepos (Nx), FrontOps, Vitest, Playwright, Storybook, ESLint, Figma

LANGUAGES

Russian: native

English: B2 (upper-intermediate)

EDUCATION

National Research Nuclear University MEPhI, Moscow

BSc, Business Informatics (Faculty of Management and Economics of High Technologies) · 2017