# Serghei Iakovlev, Head of Software Development

Wrocław, Poland, +48571943367, hire.me@serghei.pl

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LINKS

Home Page, LinkedIn

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PROFILE

Experienced Software Engineer with 20 years in IT, currently leading 90+ engineers as Head of Development at airSlate to deliver a cutting-edge no-code workflow automation platform. Proven expertise in optimizing performance, solving complex challenges, and driving innovation to create elegant, impactful solutions. Skilled in team leadership, system evaluation, and ensuring top-tier product quality. Passionate about precision, continuous learning, and transforming ambitious ideas into reliable, high-performing products that make a difference.

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EMPLOYMENT HISTORY

Dec 2021 — Present

### Director Of Engineering, airSlate
Wrocław, Poland

- Grew and scaled engineering teams while fostering a culture of productivity and innovation.
- Designed and implemented development courses to enhance team skills and professional growth.
- Built and maintained world-class engineering teams to deliver high-impact, scalable solutions.
- Accelerated team velocity by optimizing workflows, collaboration, and resource allocation.
- Improved SDLC processes to enhance delivery speed and quality.
- Championed product quality assurance initiatives to ensure consistent excellence across releases.
- Enhanced product performance and speed through technical research and targeted optimizations.
- Implemented and enforced safety measures to maintain secure and reliable systems.
- Developed and executed cost-optimization strategies to align engineering initiatives with budget goals.
- Led strategic planning efforts to align technical direction with business objectives.
- Conducted technical research to explore innovations and maintain a competitive edge.
- Supervised and mentored architects to ensure high architectural standards and system designs.
- Evaluated individual and team performance, providing feedback to drive continuous improvement.
- Recruited top engineering talent to build a cohesive and high-performing team.

Aug 2021 — Dec 2021

### Engineering Manager, airSlate
Kyiv, Ukraine

- Researched the impact of service design on user experience and product performance to drive improvements.
- Developed and maintained load testing frameworks using Scala, Gatling, InfluxDB, Prometheus, and Grafana.
- Delegated tasks effectively and conducted performance reviews to foster team growth and accountability.
- Collaborated with other managers to ensure seamless coordination across departments and projects.
- Designed and implemented experimental CI/CD tools to optimize deployment pipelines and workflows.
- Conducted research on emerging technologies to identify opportunities for innovation and improvement.
- Led Public API design efforts to ensure reliability, scalability, and developer usability.
- Managed R&D team operations, driving forward key initiatives and experimental projects.
- Organized internal reports and meetups to share knowledge, track progress, and align on goals.

Jan 2020 — Aug 2021

### Software Architect, airSlate
Kyiv, Ukraine

- Designed new features and internal products in the field of workflow automation to enhance platform capabilities.
- Reviewed and approved feature proposals to ensure alignment with architectural standards and business goals.
- Improved product performance by identifying bottlenecks and implementing scalable solutions.
- Built and deployed service infrastructure using Docker, GitHub Actions, and the AWS stack (EC2, ECS, Route 53, S3, RDS, ElastiCache, IAM, Lambda), ensuring high availability, fault tolerance, and auto-scaling.
- Managed and mentored technical leads to drive architectural consistency and team growth.
- Conducted internal reports and meetups to share insights, track progress, and align technical strategies.

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| Nov 2015 — Jan 2020 | **Senior Software Engineer, airSlate** | Kyiv, Ukraine |

- Supported PDFfiller.com by developing new features and internal tools to enhance product functionality and performance.
- Designed and implemented backend services and tools using C++, C, PHP, MySQL, DynamoDB, Elasticsearch, and RabbitMQ.
- Led Dockerization efforts and built service discovery solutions using Consul, while managing AWS stack integrations and CI/CD pipelines.
- Conducted thorough code reviews and interviews to ensure high-quality standards and onboard top engineering talent.
- Designed and deployed monitoring and alerting tools leveraging the ELK stack, InfluxDB, Slack, and Grafana.
- Developed an internal Distributed File System with WebDAV-like functionality to streamline file management.
- Built a mass mailing service with analytics and statistics, resembling Mailgun's functionality.
- Created an internal Chaos Engineering service to test and improve the reliability of the company's products and services.
- Organized and led internal reports, meetups, and external conferences to foster a strong engineering culture and share expertise.
- Championed recruitment efforts by conducting technical interviews and evaluating candidates.
- Drove engineering culture growth by mentoring, sharing knowledge, and contributing to team development initiatives.

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| Sep 2014 — Nov 2015 | **Senior Software Engineer, Genesis Tech** | Kyiv, Ukraine |

- Designed and implemented a mass mailing service with analytics and statistics, delivering functionality similar to Mailgun/Mailchimp/Sendgrid.
- Developed backend services and tools using PHP, C, XSLT, and MySQL (Percona) to ensure high performance and reliability.
- Optimized database operations and backend logic to improve scalability and efficiency.
- Conducted internal reports and organized technical meetups to share insights, align teams, and promote knowledge exchange.

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| Sep 2013 — Aug 2014 | **Software Engineer, NetGame** | Kyiv, Ukraine |

- Developed and supported gambling services, ensuring high availability, performance, and reliability of applications.
- Implemented backend services and tools using Linux, Nginx, PHP, Yii Framework, PostgreSQL, and JavaScript.
- Designed and optimized database schemas and queries in PostgreSQL to improve application efficiency and scalability.
- Deployed and managed services using Bazaar for version control, ensuring clean and maintainable codebases.
- Collaborated with front-end developers and stakeholders to deliver seamless user experiences.
- Conducted debugging, troubleshooting, and performance tuning to resolve critical production issues.
- Performed regular code reviews to ensure adherence to coding standards and best practices.
- Documented technical solutions and workflows to facilitate team knowledge sharing and onboarding.
- Actively contributed to system testing, bug fixing, and feature enhancements to meet project goals and deadlines.

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| Feb 2009 — Aug 2013 | **Full Stack Engineer, Self-employed** | WWW |

- Delivered full-stack development projects for national associations, businesses, e-shops, and freight carriers, ensuring tailored and scalable solutions.
- Designed and implemented robust backend systems using Linux, Apache, MySQL, and PHP, combined with dynamic frontend components in JavaScript.
- Built and customized solutions using a wide range of PHP CMS, CMF, and frameworks to meet diverse client requirements.
- Acted as a moderator for the Drupal.ru community for a year, fostering collaboration and supporting the Drupal developer ecosystem.
- Developed e-commerce platforms, business tools, and enterprise systems to streamline operations and enhance user experience.
- Ensured system performance, stability, and scalability through thorough testing, debugging, and optimization.
- Managed full project lifecycles, from gathering client requirements and planning to deployment, documentation, and post-launch support.
- Provided technical consultations to clients, offering solutions for system architecture, performance improvement, and CMS selection.

- Maintained long-term relationships with clients, delivering regular updates and addressing evolving business needs.

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| Jan 2008 — Dec 2008 | **Software Engineer, Art. Lebedev Studio** | Moscow, Russia |

- Developed new features and enhancements for existing client projects using PHP, XML, and MySQL.
- Collaborated with designers and project managers to deliver visually sophisticated and functional solutions.
- Implemented backend logic and database structures to support application requirements and improve performance.
- Created and optimized XML-based data structures to streamline content management and integration.
- Performed debugging, troubleshooting, and maintenance of legacy systems to ensure stability and client satisfaction.
- Wrote clean, efficient, and maintainable code while adhering to project timelines and best practices.
- Assisted in gathering and analyzing client requirements to propose effective technical solutions.
- Conducted testing and validation of new features to ensure high-quality, error-free deployments.
- Documented development processes, technical specifications, and system updates for internal and external stakeholders.

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| Dec 2007 — May 2008 | **Software Engineer, Blog.ru** | Moscow, Russia |

- Developed new features for the blogging service and social network, enhancing user engagement and functionality.
- Implemented backend systems using Linux, Apache, PHP, and MySQL to ensure reliable and efficient performance.
- Designed and optimized database structures and queries to support scalable and responsive applications.
- Created interactive frontend components with JavaScript to improve user experience and site usability.
- Collaborated with product managers and designers to deliver new features aligned with user requirements.
- Conducted testing, debugging, and performance tuning to identify and resolve issues across the platform.
- Monitored and maintained production systems, ensuring uptime and addressing technical challenges.
- Documented new features and system changes to support internal teams and future development.
- Assisted in gathering requirements and providing technical insights to improve product features.

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| Sep 2006 — Oct 2007 | **Software Engineer, Gamma Group** | Moscow, Russia |

- Supported and maintained corporate websites, ensuring consistent performance, reliability, and uptime.
- Developed new features and functionality using Linux, Apache, PHP, JavaScript, and MySQL to meet evolving business needs.
- Designed and optimized database schemas and queries to enhance site performance and scalability.
- Troubleshot and resolved technical issues, minimizing downtime and improving user experience.
- Collaborated with designers and stakeholders to implement user-friendly, visually appealing website components.
- Conducted debugging and performance tuning of backend and frontend code to ensure smooth operation.
- Wrote clean, maintainable code following best practices to support long-term system sustainability.
- Created technical documentation to outline new features, updates, and troubleshooting procedures.
- Participated in testing and validation processes to ensure high-quality, error-free deployments.

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| Feb 2005 — May 2006 | **Junior Web Developer, Arsilor** | Moscow, Russia |

- Supported and maintained corporate websites, ensuring consistent performance, reliability, and uptime.
- Developed new features and functionality using Linux, Apache, PHP, JavaScript, and MySQL to meet evolving business needs.
- Designed and optimized database schemas and queries to enhance site performance and scalability.
- Troubleshot and resolved technical issues, minimizing downtime and improving user experience.
- Collaborated with designers and stakeholders to implement user-friendly, visually appealing website components.
- Conducted debugging and performance tuning of backend and frontend code to ensure smooth operation.
- Wrote clean, maintainable code following best practices to support long-term system sustainability.
- Created technical documentation to outline new features, updates, and troubleshooting procedures.
- Participated in testing and validation processes to ensure high-quality, error-free deployments.

| Jan 2004 — Dec 2004 | **Tsar's Courtyard, Software Engineer** | Moscow, Russia |

- Developed and implemented desktop applications to automate accounting and management accounting processes using Delphi, FoxPro, and MySQL.
- Designed and optimized database structures to ensure efficient data storage, retrieval, and reporting.
- Created user-friendly interfaces to streamline accounting workflows and improve user productivity.
- Integrated Windows-based desktop solutions with existing business systems to enhance operational efficiency.
- Conducted debugging, testing, and troubleshooting to identify and resolve software issues.
- Collaborated with stakeholders to gather requirements and deliver tailored software solutions aligned with business needs.
- Documented technical workflows, system functionality, and usage guides for end-users and support teams.
- Performed maintenance, updates, and optimizations to ensure software reliability and performance.
- Provided technical support and training to users, enabling smooth adoption of new tools and systems.

## EDUCATION

| Aug 2004 — May 2008 | **Bachelor of Engineering, RosNOU** | Moscow |

Applied informatics in economics

## SKILLS

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| Leadership Skills | Expert | Back-End Web Development | Expert |
| Communication Skills | Expert | Project Management | Experienced |
| Analytical Thinking Skills | Experienced | Team Management | Expert |
| Creative Problem Solving | Expert | | |

## OPEN SOURCE CONTRIBUTIONS

| Jan 2016 — Aug 2020 | **Core Team Member** | Zephir Programming Language |

- Contributed to performance optimization and improved compilation speed, ensuring faster and more efficient builds.
- Diagnosed and resolved critical bugs in the compiler and kernel, enhancing system stability and reliability.
- Designed and implemented new language features to extend functionality and usability for developers.
- Developed and maintained unit tests to ensure robust, high-quality code and prevent regressions.
- Oversaw project maintenance, including code review, repository management, and release coordination.
- Conducted in-depth code reviews to uphold coding standards and improve overall project quality.
- Managed project releases, including versioning, documentation updates, and feature rollouts.
- Acted as a core developer and co-owner, collaborating with team members to define and execute project goals.

| Jan 2015 — Aug 2020 | **Core Team Member** | Phalcon Framework |

- Contributed as a Core Team Member, Maintainer, and Co-Author to the development of Phalcon, a full-featured PHP framework delivered as a C extension.
- Optimized framework performance, improving execution speed and efficiency for high-demand applications.
- Implemented security and stability fixes to ensure robust, secure, and reliable framework releases.
- Developed and maintained unit tests to uphold code quality and prevent regressions.
- Packaged and maintained framework distributions for Ubuntu and Windows, ensuring cross-platform compatibility.
- Designed and implemented CI/CD pipelines to streamline testing, builds, and deployments.
- Provided project translations to expand the framework's global accessibility and user adoption.
- Maintained and managed the project lifecycle, ensuring consistent updates, stability, and feature rollouts.
- Served as the primary maintainer of the Zephir language, enabling efficient PHP-to-C compilation for Phalcon.

| Aug 2021 | **django-environ** | GitHub |

A Python package that allows you to use Twelve-factor methodology to configure your Django application with environment variables.

https://github.com/joke2k/django-environ
I'm a maintainer of this project, Daniele is the original author.

| Dec 2020 | **gstore** | GitHub |
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gstore is a lightweight and robust tool designed to synchronize GitHub repositories for organizations. It enables seamless backups and synchronization of projects with minimal setup, prioritizing simplicity and reliability.

https://github.com/sergeyklay/gstore

I am the author of this project.

| Feb 2019 | **bnf-mode** | GitHub |
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A GNU Emacs major mode for editing BNF grammars.

https://github.com/sergeyklay/bnf-mode

I am the author of this project.

| Mar 2022 | **Ed Theme** | GitHub |
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Ed is a Hugo theme designed for textual editors based on minimal computing principles, and focused on legibility, durability, ease and flexibility.

https://github.com/sergeyklay/gohugo-theme-ed

I am the author of this project.

| Jan 2023 | **setup-specmatic** | GitHub |
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setup-specmatic is an action to set up a Specmatic environment for use in actions by optionally downloading and caching a version of specmatic by version and adding to PATH.

https://github.com/airslate-oss/setup-specmatic

I am the author of this project.

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## COURSES

| Dec 2017 | **C++ White Belt, Yandex** |
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| Jun 2018 | **C++ Yellow Belt, Yandex** |
| Feb 2019 | **Functional programming in Haskell, Computer Science Center** |
| Jul 2020 | **Kotlin Developer, Hyperskill** |
| Sep 2020 | **Python Core, Hyperskill** |

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## LANGUAGES

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|---|---|---|---|
| **English** | B1 | **Russian** | Native speaker |
| **Polish** | A2 | **Ukrainian** | Very good command |