

Vladimir Lazarev

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Engineering leader with a Master's in Applied Mathematics and Computer Science, experienced in scaling teams and optimizing processes for fintech, media, travel and gaming. Proven expertise in managing cross-functional teams, setting delivery and quality metrics, and aligning technical initiatives with business goals by creating and implementing strategies. Blogging on professional topics.

Skills

JS, TS, Node.js, Bun, PWA, SSR, SSG, Micro Frontends, HTML, CSS, React, htmx, RESTful APIs, Systems Design, Microservices, Express, Elysia, Hono, SQL, Postgres, NoSQL, MongoDB, Quality Assurance, TDD, Jest, esbuild, vite, Git, DevOps, GitHub Actions, GitLab CI, Docker, Kubernetes, Nginx, Sentry, GCP, AWS, Agile Methodologies, Kanban, Scrum, Extreme Programming (XP), Mentorship, Budgeting, LLMs, Claude Code, Agentic Coding

Languages: English C1, Native Russian

Experience

Mojam

From August 2025

Head of Engineering

Barreiro, Portugal. Remote

Game services for CS2 lovers available with 6KK users and tens of localisations.

- Scaled engineering department from 20 to 35 engineers, from 6 to 12 teams.
- Introduced delivery metrics, technical strategies and new roles: Lead Engineer, Staff Engineer, Delivery Manager, Engineering Team Lead.

Altium.com

August — November 2024

Consultant on Engineering Management

Belgrade, Serbia. Hybrid

Leading software tools for PCB designers and electronic manufacturers.

- Designed and implemented a streamlined onboarding process for the Altium 365 Data Management Department, enhancing efficiency and reducing training time by 50%.
- Improved delivery processes for the MCAD CoDesigner team, achieving a 17% reduction in project lead time by setting up a Jira board and organizing a backlog of 600 tasks. Created 10 detailed guides in Confluence covering delivery processes, license renewals, and product releases.

Emerging Travel Group

September 2023 — June 2024

Engineering Director

Belgrade, Serbia. Remote

A global travel tech company whose six brands are operating for travellers and agencies in over 220 markets.

- Led 4 teams maintaining products with airway and railroad tickets sales, car rentals and transfer reservations. Managed engineers building services in Golang, Python, and Next.js.
- Hired and onboarded 4 engineers and 2 team leaders. Upscaled my department from 20 to 32 engineers.
- Redesigned the company-wide management and systems design interview sections, resulting in a 30% reduction in the average time-to-hire and higher quality newbies.
- Implemented delivery and availability metrics, achieving an increase in uptime from 94% to 99%, and reducing cycle time by 5 days, resulting in improved customer satisfaction scores.

NDA

March 2022 — August 2023

Head of Engineering

Belgrade, Serbia. Remote

T-Bank (ex-Tinkoff)**February 2020 — February 2022**

Head of Software Engineering

Moscow, Russia. Remote

The third largest Russian bank, financial ecosystem and online media projects with 40 million readers.

- Grew and developed a high-performing department in a fast-paced environment, expanding it from 12 to 50 engineers in 3 years. Transformed a low-maturity tech team into five product teams, two platform teams, and two service teams. This allowed us to develop 3 websites, a mobile app, two CMS and an LMS.
- Increased delivery efficiency by 25% by establishing performance review feedback loops and various planning cycles from a week to a quarter, contributing to a reduction of time-to-market from 16 weeks to 12 weeks and improving project lead time by 12 days.
- Owned the entire development roadmap, coordinating it with C-level. Balanced technical priorities with the needs of 20 stakeholders while overseeing the execution, results and \$150k monthly budget.
- Provided technical capability to scale media projects from 6.5 million MAU to 30 million and paved the way for a platformization of the software services we created and their further SaaS distribution.

T-Bank (ex-Tinkoff)**July 2018 — February 2020**

IT Project Manager

Moscow, Russia. On-site

- Led a cross-functional team of 15, including 9 developers, 3 designers, and 3 QA specialists, to deliver digital marketing projects: offline and VR capabilities, a \$300K marketing budget or load spikes of 10K RPS.

V&Co**February 2017 — February 2018**

IT Project Manager

Moscow, Russia. Hybrid

A tiny digital marketing agency where I managed a team of 6: a full-stack developer, marketers, and designers.

Education

Lomonosov Moscow State University

Graduated 2016 and 2018

Bachelor and Master of Applied Mathematics and Computer Science