Evgenii Subbotin

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Professional Profile

Agile Delivery Lead and Technical Manager with 20 years in IT and 10+ years in leadership, specializing in scaling Agile frameworks (SAFe, Scrum) and leading high-performance engineering teams. Proven ability to merge deep technical expertise in quality engineering and automation with strategic program management to accelerate delivery, improve operational efficiency, and foster a culture of continuous improvement. Consistently delivers 20-30% faster cycle times and 40%+ higher product quality through metrics-driven transformations and lean process automation.

Key Competencies

- **Agile & Program Leadership**: SAFe RTE/SPC, Scrum, Kanban, PI Planning, ART Facilitation, Agile Coaching, Team Building, Stakeholder Management (C-level), Mentorship. Project Planning, execution and budgeting (PnL), EBM
- **Technical Delivery & QA Strategy**: End-to-End SDLC Governance, Test Strategy & Management, Test Automation (UI: Selenium/Playwright; API: ReadyAPI), CI/CD (Azure DevOps, Jenkins), Quality Metrics (DCE, Defect Reduction).
- **Process & Operational Excellence**: Metrics-Driven Improvement, Workflow Automation (Jira, Confluence), DevOps Practices, Continuous improvements.
- **Tools & Technologies**: AI tools for development, Jira/Confluence, Miro, Azure DevOps, AWS, Selenium, Playwright, ReadyAPI, TestComplete, ETL, Python, C#.

Professional Experience

SAFe Release Train Engineer (Contract)
B2BROKER | Sep 2025 – Present

- Orchestrate PI Planning and execution for the Agile Release Trains (up to 8 teams), ensuring strategic alignment and commitment to business objectives.
- Facilitate key ART ceremonies (System Demos, ART Syncs, Inspect & Adapt workshops), establishing feedback loops for continuous improvement.
- Coach teams in Lean-Agile principles, fostering psychological safety and evidence-based decision-making. Built a centralized knowledge base for Agile practices.
- Proactively identify and remove systemic impediments, leveraging metrics (PI predictability, Velocity) to drive process improvements and enhance delivery flow.

Senior Scrum Master
Quintegro LLC | Jun 2024 – Aug 2025

- Served as Scrum Master/RTE for 4 cross-functional teams (30+ FTE), increasing delivery predictability by 25% through refined Agile metrics and reporting.
- Partnered with Product leadership to align roadmaps with business goals, implementing process automations that reduced time waste by 15-20%.
- Drove engineering efficiency by introducing Jira/Confluence automations, cutting sprint administrative overhead by 10%.
- Reported directly to C-level executives on delivery risks, team health, and Agile maturity, while promoting modern technical practices.

Scrum Master / Functional Testing Lead
EPAM Systems, Inc. | Jun 2019 – May 2024

- Led the SAFe Agile transformation as Scrum Master/RTE for 4 teams, resulting in a 20-30% improvement in delivery speed.
- Established Agile ceremonies and coaching programs that increased team velocity by 15%.
- Built and led QA/SDET teams from the ground up for a 10+ team project, implementing comprehensive test automation frameworks across the testing pyramid.
- Played a key role in talent development, conducting 40+ interviews and overseeing 40+ promotion cycles for Agile, QA, and BA roles.

Business Analyst / Senior Test Automation Engineer
DataArt Solutions Inc. | Jul 2008 – May 2019

- Designed and implemented Agile communication frameworks, reducing release planning time by 25%.
- Managed end-to-end requirements from pre-sales to release (SRS, user stories, onsite discoveries).
- Developed master test strategies covering all SDLC phases (unit to UAT) and built/mentored QA teams.
- Engineered test automation for web and desktop applications, achieving a 30% gain in testing efficiency.

Certifications & Languages

- **Professional Scrum Master™ I (PSM I)**, Scrum.org
- **Professional Scrum Product Owner™ I (PSPO I)**, Scrum.org
- **Certified SAFe 6 Agilist,** Scaledagile.com
- **ISTQB® Certified Test Automation Engineer (CT-TAE),** Istqb.org
- **ISTQB® Advanced Level Test Manager (CTAL-TM),** Istqb.org
- **Languages**: Russian (Native), English (C1), Spanish (A2), Polish (A2)
- **Community**: Speaker at Agile/QA/BA meetups, IT Career Coach.