Evgenii Subbotin

📍 Spain, Asturias | ✉️ Avguard@gmail.com | 🔗 Linkedin.com/in/Evgenii-Subbotin

---

Professional Profile

Agile QA Leader & Senior SDET with 10+ years of experience architecting enterprise-level quality frameworks and leading high-caliber QA/SDET teams. Expert in merging deep technical automation (UI/API/Performance) with Agile leadership and test management to elevate quality as a core business driver. Proven track record of reducing production defects by **40%+**, accelerating regression cycles **up to 20 times**, and implementing AI-enhanced, metrics-driven quality processes that integrate seamlessly with CI/CD. As well as team management, facilitation and relentless improvement.

Core Competencies

- **Test Strategy & Management:** Expert in designing and implementing **master test strategies**, test plans, and **risk-based testing** methodologies aligned with ISTQB Advanced Test Manager principles. Proficient in **requirements engineering (IREB CPRE)**, test process improvement, and metrics definition (DCE, Automation ROI, Coverage). Alignment with corporate goals and Agile practices
- **Test Automation Architecture:** Specialist in building scalable, maintainable automation frameworks across the testing pyramid (Unit, API, UI, Performance). Expertise in **Selenium, Playwright, ReadyAPI/SoapUI, TestComplete**, product-tailored frameworks and performance testing with **JMeter** and LoadRunner.
- **Quality Leadership & Agile QA:** Proven leader in building and mentoring **QA/SDET teams** from scratch. Strong advocate for **shift-left testing**, **Continuous Quality**, and integrating QA deeply into **Agile/SAFe** processes and **CI/CD pipelines.** Technical interviews, promotion campaigns, Personal Development Plans for team
- **Technical Innovation & AI in QA:** Proactive adopter of **AI-driven QA tools** for test case generation, predictive analysis, and result evaluation. Designs and implements custom **ETL, parsers, and log analyzers** for advanced quality insights and process automation.
- **SDLC & Tooling:** End-to-end **SDLC governance**, from requirements to deployment. Advanced proficiency in **Jira/Confluence** (administration, automation), **TestRail/Zephyr**, and programming for automation (**Python, C#, JavaScript, etc**).

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 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 / QA Adviser
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
- **Certified Professional Requirement Engineer** (CPRE-FL), IREB.org
- **Languages**: Russian (Native), English (C1), Spanish (A2), Polish (A2)
- **Community**: Speaker at Agile/QA/BA meetups, IT Career Coach.