

EVGENII SUBBOTIN

Engineering & Delivery Manager | Quality-First Engineering Leader

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PROFESSIONAL SUMMARY

Engineering and Delivery Manager with 20 years in IT, combining hands-on technical depth in QA architecture and test automation with proven people leadership across FinTech, iGaming, E-commerce, Travel, and EdTech domains. Experienced in building, scaling, and mentoring high-performing engineering teams - from scratch up to 11 direct reports - with full ownership of hiring (70+ technical interviews, go/no-go authority), individual PDPs, 40+ promotion cycles, and performance management. Comfortable operating as both Delivery Manager and Agile coach, 5+ years facilitating multi-team delivery at ART level.

Proven delivery outcomes: PI Predictability sustained at 85%+ across 3 simultaneous ARTs, 20-30% delivery speed improvement within 2 PIs, 25% increase in delivery predictability, 40%+ production defect reduction, and DCE of 98-99% on long-running engagements. Drives engineering excellence through quality gates (SonarQube, Snyk), observability (Splunk, Datadog, Grafana), DORA metrics, and shift-left practices. Manages team budgets up to \$100k/month with full P&L awareness; communicates delivery health at C-level and board level with data-driven dashboards.

CORE COMPETENCIES

People & Team Leadership

Full people management lifecycle (hiring through offboarding), Direct reports up to 11 FTE; matrix coordination up to 60+ FTE, 70+ technical interviews (go/no-go authority), 40+ promotion cycles managed, Individual career track design & PDPs, 1-1s, exit interviews & conflict navigation, Blameless post-mortem culture, SM archetype assessment & coaching

Delivery Management

Multi-team delivery coordination (up to 8 teams), SAFe RTE (certified) - 9 full PI Planning cycles, Dependency management & risk register ownership, Release planning & milestone governance, DoR / DoD as living team artefacts, DORA metrics (Deployment Frequency, Lead Time, MTTR, CFR), OKR / KPI definition & tracking, RAG dashboards & C-level reporting

Engineering Excellence

QA architecture & test automation strategy, Shift-left quality embedding into dev squads, SonarQube, Snyk, Dependabot quality gates, CI/CD pipeline design (Azure DevOps, Jenkins, GitHub CI), DCE / DRE / Automation ROI measurement, Splunk / Datadog / Grafana observability, 40%+ production defect reduction, Regression cycles accelerated up to 20x

Financial & Operational Management

Budget management up to \$100k/month, Resource utilisation & grade-to-cost analysis, P&L tracking & project profitability reporting, Vendor selection, SLA definition & escalation, Scope & change request management, Fixed-scope / fixed-budget / T&M delivery governance, Pre-sales discovery & proposal support

Agile & SAFe Coaching

SAFe 6 Agilist (certified), PSM I / PSPO I (Scrum.org, LIFETIME), Agile maturity assessment, 14 teams coached in Agile mindset, 400+ Sprint Plannings & Retrospectives, SM community of practice facilitation, Retrospective-driven improvement cycles, EBM metrics framework

Quality Governance & Shift-Left

Master Test Strategy authoring (Manual, Automation, TestSecOps), Risk-based testing & UAT programme design, Testable Acceptance Criteria (IREB CPRE-FL), Requirements Traceability Matrix, 60%+ ambiguity caught pre-sprint, Jira / Confluence admin & automation, Azure Test Plans / TestRail / Allure

Distributed Team Management

6+ years managing fully remote globally distributed teams, Up to 5 timezones coordination, Async-first ceremony design, Structured onboarding & knowledge base, Rework cycles reduced by 15-20%, Onboarding time reduced by ~20%, Sprint admin overhead reduced by 10%

Domains

FinTech / Crypto / Algo Trading, iGaming / Sports Betting, E-commerce, Travel / Hospitality, Enterprise SaaS / B2B, EdTech, Healthcare (regulated)

PROFESSIONAL EXPERIENCE

Engineering Lead & SAFe Release Train Engineer | B2BROKER | FinTech / Crypto | Sep 2025 - Mar 2026
| Remote

- ▶ Led engineering delivery across 3 simultaneous ARTs with 8 teams (~60 FTE); maintained PI Predictability at 85%+ (SAFe benchmark 80%); reduced average impediment resolution time by 30%.
- ▶ Introduced EBM metrics framework and C-level engineering health dashboards (PI predictability, velocity, defect density, Automation ROI); aligned engineering roadmap with business OKRs.
- ▶ Embedded DoR standards with testable acceptance criteria across 8 teams; built centralised Agile & QA knowledge base (Confluence) - reducing onboarding time by ~20%.
- ▶ Resolved systemic quality impediments; coordinated cross-ART dependencies, release synchronisation, and managed ART-level risk register.

QA Adviser & Senior Scrum Master - de-facto Engineering Manager | Quintegro LLC | Enterprise SaaS / Travel | Jun 2024 - Aug 2025 | Remote

- ▶ Operated as de-facto Engineering Manager across 4 cross-functional teams (30+ FTE): performance management, structured 1-1s, exit interviews, and SM capability coaching.
- ▶ Increased delivery predictability by 25% through dependency management, DORA metrics implementation, and retrospective-driven improvement cycles.
- ▶ Reduced sprint admin overhead by 10% and time waste by 15-20% via Jira/Confluence automation; delivered monthly C-level dashboards and weekly EM syncs.
- ▶ Partnered with Product leadership on roadmap alignment and backlog prioritisation (MoSCoW, WSJF); introduced risk-based test automation prioritisation aligned to business impact.
- ▶ Introduced team health monitoring via Jira delivery signals, ceremony engagement quality, and code review patterns; assessed SM team on delivery-ownership mindset.

QA / SDET Lead, Scrum Master & SAFe RTE | EPAM Systems | FinTech, AI, E-commerce, Travel, iGaming, EdTech | Jun 2019 - May 2024 | Remote / Hybrid, Spain

- ▶ Founded and led EPAM Spain Agile Unit: SM coaching practice, SM archetype assessment, SM community of practice, individual SM coaching plans and career tracks.
- ▶ Built and scaled QA/SDET chapter: defined technical career tracks, conducted 50+ technical interviews, managed 40+ promotion cycles across QA and SDET disciplines.
- ▶ Launched SAFe from greenfield: ART design, team topology, role definition - confirmed 20-30% delivery speed improvement and 15% velocity increase within 2 PIs.
- ▶ Owned full test automation strategy across 4 concurrent projects; full regression reduced from 2 weeks to 8 hours; DCE 98%; 40%+ production defect reduction.
- ▶ Embedded SonarQube, Snyk, Dependabot into CI/CD; integrated Splunk / Datadog for observability; established automated quality gates and release health dashboards.
- ▶ Managed operational decisions across 4 concurrent projects; embedded blameless post-mortem culture; supported cloud migration to Azure/AWS-based solutions.

Senior QA Lead, SDET & Business Analyst | DataArt Solutions | FinTech, iGaming, US Healthcare, E-commerce | Jul 2008 - May 2019 | Remote / Onsite, Poland

- ▶ Built and mentored QA/SDET teams from scratch (up to 10 direct reports); introduced Agile practices in outsourcing context; managed distributed international teams across 5 timezones.
- ▶ Coordinated subcontractor and vendor delivery: SLA definition, monitoring, escalation; managed client relationships up to C-level across fixed-scope, fixed-budget, and T&M contracts.
- ▶ Architected test automation frameworks across full testing pyramid - UI, API, Performance; regression cycles accelerated up to 20x; US Hospitality billing: 90% regression reduction.
- ▶ As Business Analyst - conducted onsite discovery workshops in Europe & USA; managed requirements from presale through release across FinTech, Healthcare, and E-commerce.

CERTIFICATIONS

Agile & SAFe

- ▶ **Certified SAFe 6 Agilist (valid 2026-11-08)** - Scaled Agile
- ▶ **Professional Scrum Master I (PSM I)** - Scrum.org
- ▶ **Professional Scrum Product Owner I (PSPO I)** - Scrum.org
- ▶ **Scrum Master Professional Certificate (SMPC)** - CertiProf

Quality & Engineering

- ▶ **ISTQB CTAL-TM - Certified Tester Advanced Level: Test Manager** - ISTQB / GASQ
- ▶ **ISTQB CT-TAE - Certified Tester Advanced Level: Test Automation Engineer** - ISTQB / GASQ
- ▶ **ISTQB CTFL - Certified Tester Foundation Level** - ISTQB / GASQ
- ▶ **IREB CPRE-FL - Certified Professional for Requirements Engineering** - IREB / GASQ

AI & Continuous Learning

- ▶ **AI Agents Evaluation** - Latitude
- ▶ **Introduction to Model Context Protocol + MCP: Advanced Topics** - Anthropic
- ▶ **AI Fluency Framework and Foundations (accredited: UCC Ireland / Ringling College)** - Anthropic
- ▶ **Claude Code 101 + Claude Code in Action** - Anthropic

Leadership & Process

- ▶ **Six Sigma Yellow Belt (SSYB)** - 6sigmastudy
- ▶ **Negotiation Associate (NCN-A)** - NGstudy / VMEdU

SAFE AI & AGILE SKILL BADGES (SCALED AGILE, 2025-2026)

Empowering RTEs with AI	AI Skills for SAFe Practice Consultants	AI Skills for Scrum Masters / Team Coaches
Empowering Portfolio Leadership with AI	Empowering Product Management with AI	AI Skills for Product Owners
Establishing Team and ART Kanban Systems	Measuring Team and ART Flow	Understanding and Improving Flow
Prioritizing the ART Backlog	Design Thinking Fundamentals	Writing Effective Features in SAFe

EDUCATION & LANGUAGES

Master's Degree in Computer Systems and Networks - St. Petersburg State North-West Polytechnic University

Languages: Russian (Native), English (C1), Spanish (A2/B1), Polish (A2)

Community: Speaker at Engineering Management / QA / Agile events (DataArt, EPAM) - IT Career Coach

KEY TOOLS & PLATFORMS

Delivery & Project: Jira (admin + automation), Confluence (admin + automation), Azure DevOps, Jira Plan / Advanced Roadmaps, MS Project, Asana, Jellyfish

Metrics & Observability: Datadog, Splunk, Grafana, DORA metrics dashboards, EBM framework, Jellyfish

CI / CD & Quality: Azure DevOps Pipelines, Jenkins, GitHub CI, Docker, SonarQube, Snyk, Dependabot

AI Tools: Claude Code, GitHub Copilot, ChatGPT / OpenAI, Latitude platform

BA & Design: Miro, Balsamiq, Gliffy, Lucidchart, MS Visio, BPMN notation