

EVGENII SUBBOTIN

Founding / Head of Engineering | QA Architect & SDET | AI-First Builder

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WHY I FIT A FOUNDING / EARLY-STAGE TEAM

QA Architect and SDET with 20 years in software engineering — now operating as an AI-first builder who ships full-cycle: product spec to production. I write the automation frameworks, design the test strategy, set up the CI/CD pipeline, make the tech stack tradeoffs, and document every decision — without needing a team around me to do it. I use Claude Code and GitHub Copilot as daily engineering tools, not as a shortcut: every AI-generated artifact is reviewed, verified, and improved before commit (logged and documented in my portfolio).

I bring founding-team-level breadth: I can be the first QA hire who builds the quality culture from scratch, or the engineering lead who sets up delivery process for a 5-15 person team — with real metrics (DORA, DCE, Automation ROI) My work is AI-augmented but high-standard: scored architecture decision records, PMI-compliant delivery documentation, OWASP security audits, and full test pyramid coverage

WHAT I BRING

What I Build Solo

Full-stack applications (Next.js, TypeScript), Playwright / Selenium E2E test suites, CI/CD pipelines (GitHub Actions, Azure DevOps), AI-augmented test generation (Claude Code, Copilot), AWS infrastructure (S3, CloudFront, Route53, Lambda), Static sites with zero-dependency architecture, Custom ETL tools, parsers, FIX protocol validators

AI-First Engineering (High Standards)

Claude Code as primary accelerator - not a replacement for judgment, Every AI artefact: reviewed, verified, improved before commit, AI Engineering Log: 24 tasks logged with outcome & time saved, 83% acceptance rate (17% as-is, 67% with engineer edits), 14h saved on 5-day solo sprint, AI-driven test case & data generation (OpenAI / DeepSeek / Claude), GitHub Copilot for framework authoring & code review

Architecture & Tech Tradeoffs

Scored tech stack evaluation matrices (1-5 per criterion), 6 Architecture Decision Records (ADRs) per project, Deployment platform evaluation (Vercel, AWS, Azure, self-hosted), CI/CD tool selection with objective cost/benefit analysis, Test automation tool selection (Playwright vs Selenium vs Cypress), Budget-conscious infrastructure design (~\$0/month portfolio site), OWASP security audit & static code analysis

Quality at Founding Speed

Full test pyramid: UI, API, accessibility, visual, security, Test strategy authored before development starts, Risk-based prioritisation (MoSCoW, WSJF) applied to test scope, 35+ test cases, 2 full E2E flows on solo 5-day delivery, DORA metrics baseline from day one (Deployment Frequency, MTTR), PMI-compliant project charter, backlog, release plan, DoR / DoD as living artefacts even on solo projects

Team Build & Scaling (When You Grow)

QA/SDET chapter built from scratch - up to 11 FTE direct, 70+ technical interviews conducted (go/no-go authority), 40+ promotion cycles managed across QA and SDET, Individual PDPs and career track design, Shift-left quality embedded into dev squads, Master Test Strategy authoring (Manual, Automation, TestSecOps), DCE 98-99% on long-running engagements

Delivery & Process

SAFe RTE (certified) - 9 PI Planning cycles end-to-end, Scrum Master for up to 8 concurrent teams, DORA / EBM / Automation ROI dashboards, Budget management up to \$100k/month, Vendor & SLA governance, C-level reporting & OKR alignment, Onboarding time reduced ~20% via knowledge base

Core Stack

Python (PyTest), C# (NUnit, SpecFlow), JavaScript / TypeScript (Playwright), Next.js, Tailwind CSS, SQL, Groovy (SoapUI / ReadyAPI)

Domains

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

PORTFOLIO - LIVE PROJECTS

REM Waste Booking Flow Platform

QA Assessment - Full-stack, solo, 5 days - Next.js, TypeScript, Playwright, Vercel

- ▶ Built and tested a full booking application as developer + QA + delivery manager
- ▶ 10 complete engineering artefacts: Project Charter, ADRs, Tech Stack Evaluation, Test Strategy, Release Plan, OWASP Audit, AI Engineering Log
- ▶ CI/CD: GitHub Actions with TypeScript quality gate + Playwright smoke tests on every PR
- ▶ AI-first delivery: 24 AI-assisted tasks logged with outcome, edits, and time saved (14h total)
- ▶ 83% AI acceptance rate - all AI output reviewed and verified before commit

QA Lab - Automation Testing Environment

Living browser automation target - Playwright, Selenium, Cypress, AI-assisted workflows

- ▶ 14+ interactive UI element types: forms, async buttons, drag-and-drop, iframes, modals, tables
- ▶ Serves as proving ground for multi-framework automation and AI-assisted testing
- ▶ PMI-compliant project charter and living roadmap
- ▶ Deployed on AWS S3 + CloudFront with GitHub Actions CI/CD (~\$0/month)

Portfolio: subbotin.es/PortfolioProjects REM Waste full docs: rem-waste-project-library.html

PROFESSIONAL EXPERIENCE

Engineering Lead & SAFe RTE - QA Architecture & Delivery | B2BROKER | FinTech / Crypto | Sep 2025 - Mar 2026 | Remote

- ▶ Led QA architecture and delivery governance across 3 ARTs, 8 teams (~60 FTE); embedded DoR standards with testable acceptance criteria - eliminating late-stage defect injection.
- ▶ Introduced EBM metrics framework and C-level dashboards; maintained PI Predictability at 85%+ (SAFe benchmark 80%); reduced impediment resolution time by 30%.
- ▶ Built centralised QA & Agile knowledge base (Confluence) reducing onboarding time by ~20%.

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

- ▶ Introduced risk-based test automation prioritisation and API automation for microservices; automated Jira/Confluence QA workflows - reducing sprint overhead by 10%, time waste by 15-20%.
- ▶ Caught 60%+ of requirement ambiguity before sprint start via shift-left testability reviews; increased delivery predictability by 25% through DORA metrics and dependency management.

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

- ▶ Owned full test automation strategy across 4 concurrent projects: regression from 2 weeks to 8 hours, DCE 98%, 40%+ production defect reduction. Architected UI / API / Performance automation from scratch.
- ▶ Embedded SonarQube, Snyk, Dependabot into CI/CD; integrated Splunk / Datadog for log-based defect detection and release health dashboards.
- ▶ Built and scaled QA/SDET chapter: defined career tracks, conducted 50+ technical interviews, managed 40+ promotion cycles.

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

- ▶ Architected test automation frameworks across full testing pyramid (UI, API, Performance) - regression cycles accelerated up to 20x; US Hospitality billing suite: 90% regression cycle reduction.
- ▶ As Business Analyst - onsite discovery workshops in Europe & USA; requirements from presale through release across FinTech, Healthcare (regulated), and E-commerce.

TECHNOLOGY STACK

Languages & Frameworks: TypeScript, Next.js, Python (PyTest), C# (NUnit, SpecFlow), JavaScript (Playwright), SQL, Groovy

Test Automation: Playwright (primary), Selenium (C# / Python / JS), TestComplete, Katalon, Healenium, axe-core (accessibility)

API & Performance: ReadyAPI / SoapUI, Postman UI, Swagger UI, Fiddler, Wireshark, JMeter, LoadRunner

CI / CD: GitHub Actions (primary), Azure DevOps Pipelines, Jenkins, Docker, Vercel

Cloud & Infra: AWS (S3, CloudFront, Route53, Lambda, EC2), Vercel, Azure DevOps

Quality & Security: SonarQube, Snyk, Dependabot, OWASP audit, axe-core

Observability: Splunk, Datadog, Grafana, Elasticsearch

AI Tools: Claude Code (primary accelerator), GitHub Copilot, ChatGPT / OpenAI / DeepSeek, Healenium

Project & Delivery: Jira (admin + automation), Confluence, GitHub Projects, Miro, Balsamiq

CERTIFICATIONS (SELECTED)

Quality & Automation Engineering

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

AI & Engineering

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

Delivery & Leadership

- ▶ **Certified SAFe 6 Agilist (valid 2026-11-08)** - Scaled Agile
- ▶ **Professional Scrum Master I (PSM I)** - Scrum.org
- ▶ **Six Sigma Yellow Belt (SSYB)** - 6sigmastudy

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)

GitHub: github.com/avguard-testgrounds