

EVGENII SUBBOTIN

QA / SDET Team Lead | QA Architect | Test Automation Strategist

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PROFESSIONAL SUMMARY

Senior QA Engineering Lead and Test Automation Architect with 20 years in IT, specialising in designing enterprise-grade test automation ecosystems, building and scaling high-calibre QA/SDET teams, and driving end-to-end quality transformation across FinTech, iGaming, E-commerce, and Travel domains. Deep technical expertise across the full automation pyramid - UI (Playwright / Selenium), API (ReadyAPI / SoapUI), Performance (JMeter / LoadRunner) - combined with strong DevSecOps integration (CI/CD, Snyk, Dependabot, SonarQube) and AI-augmented testing practices (Claude Code, GitHub Copilot, Healenium). Proven track record: 40%+ production defect reduction, regression cycles accelerated up to 20x, 90% cycle-time savings on critical billing suites, DCE of 98-99% on long-running engagements.

Experienced engineering leader with a consistent track record of building, mentoring, and scaling QA/SDET teams up to 11 FTE - including full-cycle hiring (70+ technical interviews, go/no-go authority), individual PDPs, and 40+ promotion cycles. Operates as Scrum Master and SAFe RTE across up to 8 cross-functional teams, facilitating the full scope of Scrum ceremonies, PI Planning, ART Syncs, and cross-team dependency management. Integrates engineering excellence practices into every delivery stage: shift-left quality, Definition of Ready, blameless post-mortems, DORA / DCE / Automation ROI dashboards, and C-level reporting. Comfortable managing team budgets up to \$100k/month and aligning QA strategy to business OKRs.

CORE COMPETENCIES

QA Leadership

QA Chapter Build & Scaling, Technical Interviews & PDPs, QA Architecture, Shift-Left Quality, SDLC Governance, DCE / DRE / DORA / ROI Metrics, Team up to 11 FTE, Mentoring & Career Tracks

Test Automation

Playwright, Selenium (C# / Python / JS), AI-augmented automation, ReadyAPI / SoapUI, TestComplete / Katalon, JMeter / LoadRunner, BDD / TDD / DDD, Page Object Model

SDET / Engineering

Python, C#, JavaScript / TypeScript, SQL, Custom ETL & parsers, FIX Protocol validation engine, AI-driven test & data generation, GitHub Copilot, Claude Code

DevSecOps / CI-CD

Azure DevOps (Pipelines, Boards, Repos, Test Plans), Jenkins, Docker, AWS (EC2, S3, Lambda, CDN), Snyk, SonarQube, Dependabot, Quality Gates, Nightly Regression

Observability

Splunk, Datadog, Grafana, Log-based defect detection, Anomaly alerting, Release health dashboards

QA Governance

Master Test Strategy (Manual, Automation, TestSecOps), Risk-Based Testing, UAT Program Design, TestRail / Zephyr / Xray / Azure Test Plans / Allure, Jira / Confluence admin & automation

Shift-Left / BA

IREB CPRE-FL, Testable Acceptance Criteria, Requirements Traceability, DoR / DoD / AC enrichment, Risk-based prioritisation, MoSCoW / WSJF

Domains

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

PROFESSIONAL EXPERIENCE

Engineering Lead & SAFe RTE - QA/SDET Chapter Lead | **B2BROKER** | **FinTech / Crypto** | Sep 2025 - Mar 2026 | Remote

- ▶ Built centralised Agile & QA knowledge base (Confluence): master test strategies, automation guidelines, defect triage processes and team onboarding materials - reducing onboarding time by ~20%.
- ▶ Introduced EBM metrics dashboard covering PI predictability, velocity, defect density and Automation ROI across all 8 teams; sustained PI Predictability at 85%+ (SAFe benchmark: 80%).
- ▶ Embedded shift-left practices: DoR checklists with testable acceptance criteria and automation-coverage reviews in pre-PI planning - eliminating late-stage defect injection across 3 simultaneous ARTs.
- ▶ Resolved systemic quality impediments; made ART-level QA/SDET efforts visible as part of Quarter Planning via Jira Plan / Confluence roadmaps.

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

- ▶ Provided expert advisory on test-case management, requirement traceability matrices, quality-reporting dashboards, and risk-based test automation prioritisation for 4 cross-functional teams (30+ FTE).
- ▶ Supported API automation for microservices testing; introduced risk-based prioritisation aligned to business impact; improved API test coverage across multiple services.
- ▶ Automated Jira / Confluence workflows for test-case lifecycle management - reducing QA sprint overhead by 10% and time waste by 15-20%.
- ▶ Caught 60%+ of requirement ambiguity before sprint start by embedding testability reviews into story-refinement ceremonies; introduced DORA metrics tracking visible to engineering and C-suite.
- ▶ Operated as de-facto Engineering Manager: ran structured 1-1s, exit interviews, and coached SM team on delivery-ownership mindset; increased delivery predictability by 25%.

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; full regression reduced from 2 weeks to 8 hours on US FinTech; DCE 98%; Defect Containment Efficiency >90% sustained across all engagements.
- ▶ Architected API automation (ReadyAPI), UI automation (C# / Selenium), Performance testing (JMeter / LoadRunner), and CI/CD integration (Azure DevOps) - achieving 40%+ reduction in production defects.
- ▶ Integrated Splunk as observability layer: log-based defect detection, anomaly alerting, and release health dashboards surfaced to engineering and product leadership.
- ▶ Embedded SonarQube into CI/CD; established automated code quality gates and dependency vulnerability checks (Snyk, Dependabot) across all SDET teams.
- ▶ Built and scaled QA/SDET chapter: defined technical career tracks, conducted 50+ technical interviews, managed 40+ promotion cycles across QA and SDET (C#) disciplines.
- ▶ Led SAFe Agile transformation as RTE for 4 teams; confirmed 20-30% delivery speed improvement and 15% velocity increase within 2 PIs. Founded and led EPAM Spain Agile Unit.

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 (Selenium C# / Python, TestComplete), API (SoapUI / ReadyAPI), Performance (JMeter / LoadRunner) - regression cycles accelerated up to 20x.
- ▶ US Hospitality Reports & Billing suite: 90% regression cycle reduction via hybrid automation framework; applied IREB CPRE shift-left requirements engineering; mentored manual QA team into full SDET capability.
- ▶ FinTech project: data-driven C# / TestComplete framework with CI nightly runs; 70% faster scenario creation; caught critical boundary defects pre-release.
- ▶ Desktop automation: 350% regression reduction via TestComplete / HP ALM adoption; test coverage lifted from 60% to 90% via risk-based strategies.

CERTIFICATIONS

Quality & Testing

- ▶ **ISTQB CT-TAE - Certified Tester Advanced Level: Test Automation Engineer** - ISTQB / GASQ
- ▶ **ISTQB CTAL-TM - Certified Tester Advanced Level: Test Manager** - 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
- ▶ **Claude Code 101 + Claude Code in Action** - Anthropic
- ▶ **Introduction to Model Context Protocol + MCP: Advanced Topics** - Anthropic
- ▶ **AI Fluency Framework and Foundations (accredited: UCC Ireland / Ringling College)** - Anthropic

Agile & Leadership

- ▶ **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
- ▶ **Six Sigma Yellow Belt (SSYB)** - 6sigmastudy

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	AI Skills for Product Owners	Empowering Product Management with AI
Establishing Team and ART Kanban Systems	Measuring Team and ART Flow	Understanding and Improving Flow
Prioritizing the ART Backlog	Writing Effective Features in SAFe	Design Thinking Fundamentals

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 QA / Agile / BA events (DataArt, EPAM) - IT Career Coach

TECHNOLOGY STACK

UI Automation: Playwright, Selenium (C# / Python / JS), TestComplete, Katalon, Healenium

API Testing: ReadyAPI / SoapUI (Groovy), Postman UI, Swagger UI, Fiddler, Wireshark

Performance: JMeter, LoadRunner, LoadComplete

Languages: C# (primary, NUnit, SpecFlow), Python (PyTest), JavaScript / TypeScript (Playwright), SQL, Groovy

CI / CD: Azure DevOps Pipelines, Jenkins, GitHub CI, TeamCity, Docker

Test Management: Azure Test Plans, TestRail, Zephyr, Xray for Jira, Allure / Allure TestOps, HP ALM

Cloud & Infra: AWS (EC2, S3, Lambda, CloudFront, CDN), Azure DevOps, Docker

Quality & Security: SonarQube, Snyk, Dependabot, OWASP (awareness)

Observability: Splunk, Datadog, Grafana, Elasticsearch

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

Databases: SQL Server, PostgreSQL, Oracle DB, Elasticsearch, MySQL

Version Control: Git CLI, GitHub, GitLab, Azure Repos, Bitbucket, SVN (historical)