

# EVGENII SUBBOTIN

IT Project / Program Manager | Technical Delivery Lead

+34 603 233 559 - Avguard@gmail.com - linkedin.com/in/Evgenii-Subbotin - Asturias, Spain - Remote / Hybrid

## PROFESSIONAL SUMMARY

IT Project and Program Manager with 20 years in IT, bringing deep technical fluency - rooted in QA architecture, test automation, and SDET engineering - to large-scale, multi-team technical delivery. Experienced in coordinating programs of work across up to 8 cross-functional teams and 60+ FTE, managing delivery under fixed-scope, fixed-budget, and T&M contract models, and maintaining C-level visibility through data-driven dashboards. Certified SAFe 6 Agilist and active Release Train Engineer, with 9 complete PI Planning cycles and proven ability to align engineering roadmaps with business OKRs.

Delivers measurable programme outcomes: PI Predictability sustained at 85%+ (SAFe benchmark 80%), 25% improvement in delivery predictability, 30% reduction in impediment resolution time, and 20-30% delivery speed uplift within 2 PIs. Strong in stakeholder management up to C-level and board, vendor and SLA governance, scope change management, and pre-sales discovery. Brings unique breadth across technical delivery, quality governance, and Agile transformation - enabling seamless communication between engineering teams, product leadership, and business executives.

## CORE COMPETENCIES

### Programme & Project Planning

WBS decomposition & capacity planning, Gantt planning (MS Project, Jira Timeline), Risk register & mitigation tracking, Schedule & budget variance analysis, Milestone tracking & release management, Dependency board management, OKR / KPI definition & tracking, RAG status dashboards & C-level reporting

### Agile & SAFe Delivery

SAFe 6 Agilist (certified) - RTE role, 9 full PI Planning cycles (end-to-end), Multi-ART coordination (3 ARTs, 8 teams, 60+ FTE), PI Predictability 85%+ (SAFe benchmark 80%), Scrum Master for 4+ concurrent teams, DORA metrics implementation, 400+ Sprint Plannings & Retrospectives, ART Sync & Scrum of Scrums facilitation

### Contract & Vendor Management

Fixed-scope / fixed-budget delivery governance, T&M contract management, Scope & change request management (formal impact assessment), Vendor selection & evaluation, SLA definition, monitoring & escalation, Subcontractor coordination & performance review, Pre-sales discovery & proposal support, Client management up to C-level (direct)

### Stakeholder & Communication

C-level and board-level reporting (weekly/monthly dashboards), External client management up to C-level, Enterprise account management, Internal stakeholder management: Engineering, DevOps, Security, Legal, Finance, Conflict navigation (technical & interpersonal), Transparent process visualisation & cost optimisation, Pre-sales support & upsell facilitation

### People & Team Leadership

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, Blameless post-mortem culture, Agile maturity assessment, 14 teams coached in Agile mindset, SM archetype assessment & coaching

### Technical & Quality Oversight

QA architecture & test automation strategy oversight, Shift-left quality embedding, SonarQube, Snyk, Dependabot quality gates, CI/CD pipeline oversight (Azure DevOps, Jenkins), DORA / DCE / Automation ROI dashboards, Observability: Splunk, Datadog, Grafana, Budget management up to \$100k/month

### Regulatory & Domain Awareness

GDPR awareness, MiCA (crypto asset regulation), AML / KYC process awareness, Healthcare / Clinical Research regulated documentation, FinTech compliance constraints, Data privacy & audit trail requirements

### 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

- ▶ Coordinated delivery across 3 simultaneous ARTs with 8 teams (~60 FTE); facilitated 9 complete PI Planning cycles; maintained PI Predictability at 85%+ (SAFe benchmark 80%).
- ▶ Managed cross-ART dependencies, release synchronisation, and inter-ART impediment resolution; established ART-level risk register reducing impediment resolution time by 30%.
- ▶ Delivered engineering health dashboards to C-level (PI predictability, velocity, defect density, Automation ROI); aligned engineering roadmap with business OKRs via EBM framework.
- ▶ Built centralised Agile & QA knowledge base (Confluence): PI ceremony runbooks, DoR/DoD standards, onboarding materials - reducing onboarding time by ~20%.

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

- ▶ Led Agile delivery as de-facto program manager across 4 cross-functional teams (30+ FTE); increased delivery predictability by 25% through dependency management and DORA metrics implementation.
- ▶ Delivered monthly C-level dashboards and weekly SM/EM syncs; reduced sprint admin overhead by 10% and time waste by 15-20% via Jira/Confluence automation.
- ▶ Enforced DoR/DoD as living team artefacts; cut rework cycles by est. 15-20%; partnered with Product leadership on roadmap alignment and backlog prioritisation (MoSCoW, WSJF).
- ▶ Operated as de-facto Engineering Manager: ran structured 1-1s, exit interviews, and coached SM team on delivery-ownership mindset; introduced team health monitoring via Jira delivery signals.

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

- ▶ Launched SAFe from greenfield: ART design, team topology, role definition, coaching and onboarding - confirmed 20-30% delivery speed improvement and 15% velocity increase within 2 PIs.
- ▶ Managed delivery across 4 concurrent projects simultaneously; resolved organisational impediments: priority inflation, resource contention, scope creep; engaged Business Owners across full PI lifecycle.
- ▶ Conducted 70+ total technical interviews (go/no-go authority); managed 40+ promotion cycles; founded and led EPAM Spain Agile Unit with SM coaching practice.
- ▶ Owned full test automation strategy; full regression reduced from 2 weeks to 8 hours; DCE 98%; 40%+ production defect reduction; quality gates via SonarQube, Snyk, Dependabot.
- ▶ Delivered operational budget management; managed resource utilisation and grade-to-cost analysis across 4 concurrent engagements.

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

- ▶ 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.
- ▶ Conducted onsite discovery workshops in Europe & USA; managed requirements from presale through release; delivered under formal scope change management frameworks.
- ▶ Designed Agile communication frameworks that reduced release planning time by 25%; built and mentored QA/SDET teams from scratch (up to 10 direct reports) across 5 timezones.
- ▶ Architected test automation frameworks across full testing pyramid - regression cycles accelerated up to 20x; US Hospitality billing suite: 90% regression cycle reduction.

## 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

### Project & Programme Management

- ▶ **Six Sigma Yellow Belt (SSYB)** - 6sigmastudy
- ▶ **Project Management: The Basics for Success** - University of California Irvine (Coursera)
- ▶ **Negotiation Associate (NCN-A)** - NGstudy / VMEdU
- ▶ **Corporate Sales Associate (SCCS-A)** - SMstudy / VMEdU

### Quality & Requirements

- ▶ **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

- ▶ **Introduction to Model Context Protocol + MCP: Advanced Topics** - Anthropic
- ▶ **AI Fluency Framework and Foundations (accredited: UCC Ireland / Ringling College)** - Anthropic

## 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	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 Agile / QA / PM 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, Trello

**Metrics & Observability:** Datadog, Splunk, Grafana, DORA metrics dashboards, EBM framework, Jellyfish, RAG status reporting

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

**BA & Planning:** Miro, Balsamiq, Gliffy, Lucidchart, MS Visio, BPMN notation, UML notation

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