

Serghei Iakovlev, Head of Software Development

Wrocław, Poland, +48571943367, hire.me@serghei.pl

LINKS

[Home Page](#), [LinkedIn](#)

PROFILE

Experienced Software Engineer with 25+ years in IT, currently leading 90+ engineers as Head of Development at airSlate to deliver a cutting-edge no-code workflow automation platform. Proven expertise in optimizing performance, solving complex challenges, and driving innovation to create elegant, impactful solutions. Skilled in team leadership, system evaluation, and ensuring top-tier product quality. Passionate about precision, continuous learning, and transforming ambitious ideas into reliable, high-performing products that make a difference.

EMPLOYMENT HISTORY

Dec 2021 — Present	Director Of Engineering, airSlate	Wrocław, Poland
	<ul style="list-style-type: none">Grew and scaled engineering teams while fostering a culture of productivity and innovation.Designed and implemented development courses to enhance team skills and professional growth.Built and maintained world-class engineering teams to deliver high-impact, scalable solutions.Accelerated team velocity by optimizing workflows, collaboration, and resource allocation.Improved SDLC processes to enhance delivery speed and quality.Championed product quality assurance initiatives to ensure consistent excellence across releases.Enhanced product performance and speed through technical research and targeted optimizations.Implemented and enforced safety measures to maintain secure and reliable systems.Developed and executed cost-optimization strategies to align engineering initiatives with budget goals.Led strategic planning efforts to align technical direction with business objectives.Conducted technical research to explore innovations and maintain a competitive edge.Supervised and mentored architects to ensure high architectural standards and system designs.Evaluated individual and team performance, providing feedback to drive continuous improvement.Recruited top engineering talent to build a cohesive and high-performing team.	
Aug 2021 — Dec 2021	Engineering Manager, airSlate	Kyiv, Ukraine
	<ul style="list-style-type: none">Researched the impact of service design on user experience and product performance to drive improvements.Developed and maintained load testing frameworks using Scala, Gatling, InfluxDB, Prometheus, and Grafana.Delegated tasks effectively and conducted performance reviews to foster team growth and accountability.Collaborated with other managers to ensure seamless coordination across departments and projects.Designed and implemented experimental CI/CD tools to optimize deployment pipelines and workflows.Conducted research on emerging technologies to identify opportunities for innovation and improvement.Led Public API design efforts to ensure reliability, scalability, and developer usability.Managed R&D team operations, driving forward key initiatives and experimental projects.Organized internal reports and meetups to share knowledge, track progress, and align on goals.	
Jan 2020 — Aug 2021	Software Architect, airSlate	Kyiv, Ukraine
	<ul style="list-style-type: none">Designed new features and internal products in the field of workflow automation to enhance platform capabilities.Reviewed and approved feature proposals to ensure alignment with architectural standards and business goals.Improved product performance by identifying bottlenecks and implementing scalable solutions.Built and deployed service infrastructure using Docker, GitHub Actions, and the AWS stack (EC2, ECS, Route 53, S3, RDS, ElastiCache, IAM, Lambda), ensuring high availability, fault tolerance, and auto-scaling.Managed and mentored technical leads to drive architectural consistency and team growth.Conducted internal reports and meetups to share insights, track progress, and align technical strategies.	

Nov 2015 — Jan 2020

Senior Software Engineer, airSlate

Kyiv, Ukraine

- Supported PDFfiller.com by developing new features and internal tools to enhance product functionality and performance.
- Designed and implemented backend services and tools using C++, C, PHP, MySQL, DynamoDB, Elasticsearch, and RabbitMQ.
- Led Dockerization efforts and built service discovery solutions using Consul, while managing AWS stack integrations and CI/CD pipelines.
- Conducted thorough code reviews and interviews to ensure high-quality standards and onboard top engineering talent.
- Designed and deployed monitoring and alerting tools leveraging the ELK stack, InfluxDB, Slack, and Grafana.
- Developed an internal Distributed File System with WebDAV-like functionality to streamline file management.
- Built a mass mailing service with analytics and statistics, resembling Mailgun's functionality.
- Created an internal Chaos Engineering service to test and improve the reliability of the company's products and services.
- Organized and led internal reports, meetups, and external conferences to foster a strong engineering culture and share expertise.
- Championed recruitment efforts by conducting technical interviews and evaluating candidates.
- Drove engineering culture growth by mentoring, sharing knowledge, and contributing to team development initiatives.

Sep 2014 — Nov 2015

Senior Software Engineer, Genesis Tech

Kyiv, Ukraine

- Designed and implemented a mass mailing service with analytics and statistics, delivering functionality similar to Mailgun/Mailchimp/Sendgrid.
- Developed backend services and tools using PHP, C, XSLT, and MySQL (Percona) to ensure high performance and reliability.
- Optimized database operations and backend logic to improve scalability and efficiency.
- Conducted internal reports and organized technical meetups to share insights, align teams, and promote knowledge exchange.

Sep 2013 — Aug 2014

Software Engineer, NetGame

Kyiv, Ukraine

- Developed and supported gambling services, ensuring high availability, performance, and reliability of applications.
- Implemented backend services and tools using Linux, Nginx, PHP, Yii Framework, PostgreSQL, and JavaScript.
- Designed and optimized database schemas and queries in PostgreSQL to improve application efficiency and scalability.
- Deployed and managed services using Bazaar for version control, ensuring clean and maintainable codebases.
- Collaborated with front-end developers and stakeholders to deliver seamless user experiences.
- Conducted debugging, troubleshooting, and performance tuning to resolve critical production issues.
- Performed regular code reviews to ensure adherence to coding standards and best practices.
- Documented technical solutions and workflows to facilitate team knowledge sharing and onboarding.
- Actively contributed to system testing, bug fixing, and feature enhancements to meet project goals and deadlines.

Feb 2009 — Aug 2013

Full Stack Engineer, Self-employed

WWW

- Delivered full-stack development projects for national associations, businesses, e-shops, and freight carriers, ensuring tailored and scalable solutions.
- Designed and implemented robust backend systems using Linux, Apache, MySQL, and PHP, combined with dynamic frontend components in JavaScript.
- Built and customized solutions using a wide range of PHP CMS, CMF, and frameworks to meet diverse client requirements.
- Acted as a moderator for the Drupal.ru community for a year, fostering collaboration and supporting the Drupal developer ecosystem.
- Developed e-commerce platforms, business tools, and enterprise systems to streamline operations and enhance user experience.
- Ensured system performance, stability, and scalability through thorough testing, debugging, and optimization.
- Managed full project lifecycles, from gathering client requirements and planning to deployment, documentation, and post-launch support.
- Provided technical consultations to clients, offering solutions for system architecture, performance improvement, and CMS selection.

- Maintained long-term relationships with clients, delivering regular updates and addressing evolving business needs.

Jan 2008 — Dec 2008

Software Engineer, Art. Lebedev Studio

Moscow, Russia

- Developed new features and enhancements for existing client projects using PHP, XML, and MySQL.
- Collaborated with designers and project managers to deliver visually sophisticated and functional solutions.
- Implemented backend logic and database structures to support application requirements and improve performance.
- Created and optimized XML-based data structures to streamline content management and integration.
- Performed debugging, troubleshooting, and maintenance of legacy systems to ensure stability and client satisfaction.
- Wrote clean, efficient, and maintainable code while adhering to project timelines and best practices.
- Assisted in gathering and analyzing client requirements to propose effective technical solutions.
- Conducted testing and validation of new features to ensure high-quality, error-free deployments.
- Documented development processes, technical specifications, and system updates for internal and external stakeholders.

Dec 2007 — May 2008

Software Engineer, Blog.ru

Moscow, Russia

- Developed new features for the blogging service and social network, enhancing user engagement and functionality.
- Implemented backend systems using Linux, Apache, PHP, and MySQL to ensure reliable and efficient performance.
- Designed and optimized database structures and queries to support scalable and responsive applications.
- Created interactive frontend components with JavaScript to improve user experience and site usability.
- Collaborated with product managers and designers to deliver new features aligned with user requirements.
- Conducted testing, debugging, and performance tuning to identify and resolve issues across the platform.
- Monitored and maintained production systems, ensuring uptime and addressing technical challenges.
- Documented new features and system changes to support internal teams and future development.
- Assisted in gathering requirements and providing technical insights to improve product features.

Sep 2006 — Oct 2007

Software Engineer, Gamma Group

Moscow, Russia

- Supported and maintained corporate websites, ensuring consistent performance, reliability, and uptime.
- Developed new features and functionality using Linux, Apache, PHP, JavaScript, and MySQL to meet evolving business needs.
- Designed and optimized database schemas and queries to enhance site performance and scalability.
- Troubleshooted and resolved technical issues, minimizing downtime and improving user experience.
- Collaborated with designers and stakeholders to implement user-friendly, visually appealing website components.
- Conducted debugging and performance tuning of backend and frontend code to ensure smooth operation.
- Wrote clean, maintainable code following best practices to support long-term system sustainability.
- Created technical documentation to outline new features, updates, and troubleshooting procedures.
- Participated in testing and validation processes to ensure high-quality, error-free deployments.

Feb 2005 — May 2006

Junior Web Developer, Arsilor

Moscow, Russia

- Supported and maintained corporate websites, ensuring consistent performance, reliability, and uptime.
- Developed new features and functionality using Linux, Apache, PHP, JavaScript, and MySQL to meet evolving business needs.
- Designed and optimized database schemas and queries to enhance site performance and scalability.
- Troubleshooted and resolved technical issues, minimizing downtime and improving user experience.
- Collaborated with designers and stakeholders to implement user-friendly, visually appealing website components.
- Conducted debugging and performance tuning of backend and frontend code to ensure smooth operation.
- Wrote clean, maintainable code following best practices to support long-term system sustainability.
- Created technical documentation to outline new features, updates, and troubleshooting procedures.
- Participated in testing and validation processes to ensure high-quality, error-free deployments.

Jan 2004 — Dec 2004

Tsar's Courtyard, Software Engineer

Moscow, Russia

- Developed and implemented desktop applications to automate accounting and management accounting processes using Delphi, FoxPro, and MySQL.
- Designed and optimized database structures to ensure efficient data storage, retrieval, and reporting.
- Created user-friendly interfaces to streamline accounting workflows and improve user productivity.
- Integrated Windows-based desktop solutions with existing business systems to enhance operational efficiency.
- Conducted debugging, testing, and troubleshooting to identify and resolve software issues.
- Collaborated with stakeholders to gather requirements and deliver tailored software solutions aligned with business needs.
- Documented technical workflows, system functionality, and usage guides for end-users and support teams.
- Performed maintenance, updates, and optimizations to ensure software reliability and performance.
- Provided technical support and training to users, enabling smooth adoption of new tools and systems.

EDUCATION

Aug 2004 — May 2008

Bachelor of Engineering, RosNOU

Moscow

Applied informatics in economics

SKILLS	Leadership Skills	Expert	Back-End Web Development	Expert
	Communication Skills	Expert	Project Management	Experienced
	Analytical Thinking Skills	Experienced	Team Management	Expert
	Creative Problem Solving	Expert		

OPEN SOURCE CONTRIBUTIONS

Jan 2016 — Aug 2020

Core Team Member

Zephir Programming Language

- Contributed to performance optimization and improved compilation speed, ensuring faster and more efficient builds.
- Diagnosed and resolved critical bugs in the compiler and kernel, enhancing system stability and reliability.
- Designed and implemented new language features to extend functionality and usability for developers.
- Developed and maintained unit tests to ensure robust, high-quality code and prevent regressions.
- Oversaw project maintenance, including code review, repository management, and release coordination.
- Conducted in-depth code reviews to uphold coding standards and improve overall project quality.
- Managed project releases, including versioning, documentation updates, and feature rollouts.
- Acted as a core developer and co-owner, collaborating with team members to define and execute project goals.

Jan 2015 — Aug 2020

Core Team Member

Phalcon Framework

- Contributed as a Core Team Member, Maintainer, and Co-Author to the development of Phalcon, a full-featured PHP framework delivered as a C extension.
- Optimized framework performance, improving execution speed and efficiency for high-demand applications.
- Implemented security and stability fixes to ensure robust, secure, and reliable framework releases.
- Developed and maintained unit tests to uphold code quality and prevent regressions.
- Packaged and maintained framework distributions for Ubuntu and Windows, ensuring cross-platform compatibility.
- Designed and implemented CI/CD pipelines to streamline testing, builds, and deployments.
- Provided project translations to expand the framework's global accessibility and user adoption.
- Maintained and managed the project lifecycle, ensuring consistent updates, stability, and feature rollouts.
- Served as the primary maintainer of the Zephir language, enabling efficient PHP-to-C compilation for Phalcon.

Aug 2021

django-environ

GitHub

A Python package that allows you to use Twelve-factor methodology to configure your Django application with environment variables.

<https://github.com/joke2k/django-environ>

I'm a maintainer of this project, Daniele is the original author.

Dec 2020	gstore	GitHub
gstore is a lightweight and robust tool designed to synchronize GitHub repositories for organizations. It enables seamless backups and synchronization of projects with minimal setup, prioritizing simplicity and reliability.		
https://github.com/sergeyklay/gstore		
I am the author of this project.		
Feb 2019	bnf-mode	GitHub
A GNU Emacs major mode for editing BNF grammars.		
https://github.com/sergeyklay/bnf-mode		
I am the author of this project.		
Mar 2022	Ed Theme	GitHub
Ed is a Hugo theme designed for textual editors based on minimal computing principles, and focused on legibility, durability, ease and flexibility.		
https://github.com/sergeyklay/gohugo-theme-ed		
I am the author of this project.		
Jan 2023	setup-specmatic	GitHub
setup-specmatic is an action to set up a Specmatic environment for use in actions by optionally downloading and caching a version of specmatic by version and adding to PATH.		
https://github.com/airslate-oss/setup-specmatic		
I am the author of this project.		

COURSES

Dec 2017	C++ White Belt, Yandex
Jun 2018	C++ Yellow Belt, Yandex
Feb 2019	Functional programming in Haskell, Computer Science Center
Jul 2020	Kotlin Developer, Hyperskill
Sep 2020	Python Core, Hyperskill
Jan 2025	Basic to Advanced: Retrieval-Augmented Generation (RAG), Udemy
Jan 2025	Fundamentals of AI Agents Using RAG and LangChain, Coursera

LANGUAGES	English	B1	Russian	Native speaker
	Polish	A2	Ukrainian	Very good command