Airat Shigapov

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WORK EXPERIENCE

Vezgo
Nov 2021 – Jul 2023

Head of Data Acquisition (Engineering Manager | Tech Lead) — Remote

Responsibilities:
- Led a distributed team of engineers in an API provider startup while wearing multiple hats, balancing between **Engineering Manager** and **Tech Lead** responsibilities, with some touch of product work.
- Owned key initiatives such as launches of the new services, 3rd-party integration improvements, major system upgrades and fixes. Acted as a hands-on engineer when required (**Node.js, MongoDB, AWS,** Vue.js).
- Collaborated closely with CEO and CPO to create actionable technical plans from product requirements and B2B client requests. Led task prioritization, planning, technical approach and progress reporting. Provided engineering expertise and assistance for other team members.
- Introduced and held regular 1:1s with my direct reports and other team members for bi-directional and actionable feedback. Empowered engineers to take initiative and made sure to avoid becoming an indispensable bottleneck myself.
- Managed end-to-end hiring process, from role definition to actual interviews.

Achievements:
- Refined the release pipeline with various speed and stability improvements such as introducing trunk-based development, mandatory feature flags, automated 3rd-party integration tests, enhanced monitoring and error tracking, and eliminating configuration code duplication across multiple services.
- Successfully led efforts to stabilize the core platform and reduce the amount of error API responses by 90%.
- Introduced and coached on remote work best practices to improve communication, documentation, and project management, resulting in reduced mental fatigue and increased progress visibility for the team. Facilitated daily team functioning. Streamlined communication channels, helped team members communicate more effectively, and coordinated between various stakeholders.
- Interviewed and brought on board some absolute legends who have become key team members.

Vanlo
Jul 2019 – Oct 2021

Senior Software Engineer — Remote

- Participated in building a US-based postage REST API for B2B clients (**Ruby on Rails, PostgreSQL**).
- Maintained SDKs in different languages (**Ruby**, Python, PHP, C#).
- Contributed to the frontend part of the app (React.js).

Whitespectre
Jan 2017 – Jan 2019

Senior Software Engineer — Remote

- Worked on ~20 **Ruby on Rails** services running a US-based E-commerce platform with $300M+ in revenues.
- Apart from launching new features with the team, participated in managing technical debt, release/support rotations and reviewing test tasks from candidates.

Wealthica
Feb 2015 – Oct 2016

Senior Software Engineer — Remote

- Built multiple projects from scratch with **Ruby on Rails** and **Node.js** backends and Backbone.js frontends
- Introduced various development and infrastructure pipelines, including automated CI and deployments, availability and errors monitoring, brought code review and testing culture to the team.

Flatstack
Sep 2012 – Feb 2015

Software Engineer → Senior Software Engineer — Kazan, Tatarstan

- I was rapidly gaining experience through working on a diverse range of **Ruby on Rails** projects with corporations and startups. By the end of my tenure, my role had expanded to include mentoring junior developers, client communications, and feature design.

EDUCATION

Kazan State University   **2011 – 2014**
Computer Science   Kazan, Tatarstan
- Performed three years of studies before exiting the program.

SKILLS & INTERESTS

- Skills: **Ruby**, **Ruby on Rails**, Javascript, Node.js, Git, CI/CD, AWS, Databases (SQL/NoSQL), Linux, Agile Methodologies, Engineering Management, Code Review, Remote Productivity
- Interests: Spending time with my dog; lifting weights at my home gym; podcasts, video games and studying chess