Ted Cherashev

Head of Engineering, Senior Engineering Manager, Software Development Leader

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EXECUTIVE SUMMARY

Senior Engineering Manager with deep technical background and hands-on experience. 18 years building web/mobile applications and scaling engineering teams from startup to enterprise (up to 75 people). Proven fintech expertise with global payment systems and banking platforms serving millions of users. Experienced building systems from scratch and managing cross-functional teams across backend, frontend, mobile, QA, and SRE disciplines.

KEY SKILLS

People management · Project Management · Leadership · Delivery Management · Software Architecture · Backend Development · Frontend Development · DevOps · SRE · AI · UI/UX · Fintech

CAREER HIGHLIGHTS

Senior Engineering Manager
3Commas · Tallinn, Estonia (Remote)   Jul 2024 – Present

Built engineering culture and delivery process from scratch at a crypto startup. Redesigned tech hiring and closed key roles. Introduced Agile across teams and launched company-wide OKR planning.

Engineering Manager
Delivery Hero · Berlin, Germany   Oct 2022 – Jun 2024

Led backend team behind a global e-wallet used in 35+ countries. Ensured system reliability across 14 time zones under high load. Drove microservice migration and platform decoupling.

Head of Engineering
Distribusion · Berlin, Germany   Apr 2022 – Oct 2022

Led all tech efforts in the company. Modernized core architecture, moved to event-driven services, boosted search performance 50%+, improved system stability and delivery pace.

Senior Software Engineering Manager
Bank VTB · Moscow, Russian Federation   Oct 2020 – Mar 2022

Led 35 professionals across cross-functional teams working on consumer loan services, the bank's flagship product generating 20% of retail income.

Head of Web Services Development Department
Open Bank · Moscow, Russian Federation   Mar 2016 – Sep 2020

Joined as a senior Ruby developer and quickly grew to lead a department of 75 people. Built teams from scratch, introduced engineering management structure, and improved delivery at scale.

→ See Complete Professional Experience

TECHNICAL EXPERTISE

MANAGEMENT

People management, Project Management, Leadership, Delivery Management, Stakeholder Management, Incident Management, SDLC, Agile, Scrum, SAFe and LeSS, Kanban

ARCHITECTURE

Systems Architecture, Microservice Architecture, Event-Driven Architecture, Domain-Driven Design (DDD), Solution Architecture

BACKEND DEVELOPMENT

Java, Kotlin, Spring Framework, Spring Boot, Go, Node.js, Nest.js, Ruby, Ruby on Rails, Python, Django, FastAPI, PostgreSQL, MySQL, MongoDB, Redis, Elasticsearch, Kafka, Rabbit MQ

DEVOPS/SRE

AWS, GCP, Docker, Kubernetes, CI/CD, GitOps, EFK/ELK, Prometheus, Grafana, Terraform, Argo CD, GitHub Actions, TeamCity CI, Jenkins, Gitlab CI, Linux, Cloud Computation

FRONTEND DEVELOPMENT

JavaScript, TypeScript, React, Angular, UI/UX, Figma

AI

Generative AI, Large Language Models (LLM), LangChain, LangGraph, Retrieval Augmentation Generation (RAG), Vector Databases

EDUCATION & LANGUAGES

Master of Science

Mordovia State University named after N.P. Ogarev (MSU)

Computer and Information Sciences and Support Services • July 2013 • Saransk, Russian Federation

| English | C2 |
| German | B1 |

▎ COMPLETE PROFESSIONAL EXPERIENCE

Senior Engineering Manager

3Commas   `Jul 2024 – Present`

Tallinn, Estonia (Remote)

▸ Manage two product teams totaling 12 engineers, ensuring smooth collaboration and timely delivery of key features

▸ Lead the development of trading bots and algorithmic trading tools for crypto exchange users

▸ Led a full redesign of the technical hiring process; conducted 100+ interviews and filled key engineering and leadership positions

▸ Established engineering processes and delivery practices across teams, implementing Agile frameworks and improving team coordination

▸ Implemented company-wide OKR planning to align quarterly team goals with business objectives and career development

▸ Improved developer experience through mentoring, technical talks, and direct support for team growth

▸ Transitioned teams from ad-hoc work to structured development with consistent delivery and better visibility

> **TECHNOLOGIES**
>
> **BACKEND** `Ruby, Ruby On Rails, Go, Microservices, PostgreSQL, Redis, Kafka`
>
> **FRONTEND** `TypeScript, React, UI/UX, Figma`
>
> **DEVOPS** `Docker, Kubernetes, Terraform, Helm, AWS`

Engineering Manager

Delivery Hero   `Oct 2022 – Jun 2024`

Berlin, Germany

▸ Managed a team of 8 backend engineers in Delivery Hero's Central Fintech department

▸ Managed development and maintenance of an e-money wallet platform serving 35 countries across multiple subsidiaries

▸ Maintained system reliability under high load for global operations spanning 14 time zones

▸ Led migration to microservice architecture and made the wallet solution independent from legacy systems

▸ Mentored team members at all levels (Junior to Staff) and supported their career development

▸ Collaborated with international teams and stakeholders to drive unified wallet product adoption

> **TECHNOLOGIES**
>
> **BACKEND** `Java, Kotlin, Spring Boot, Microservices, Event-Driven Architecture, Domain-Driven Design, PostgreSQL, Redis, Kafka`
>
> **DEVOPS** `Docker, Kubernetes, Argo CD, Terraform, AWS, Helm`

Head of Engineering

Distribusion   `Apr 2022 – Oct 2022`

Berlin, Germany

▸ Led all engineering activities as Head of Engineering at Distribusion

▸ Developed strategies to support company growth objectives

▸ Managed and mentored 35 engineers across multiple teams

▸ Led major changes to software architecture and tech stack

▸ Improved search services and infrastructure, increasing core system performance by over 50%

▸ Established clear communication with product management to align on priorities and vision

> **TECHNOLOGIES**
>
> **BACKEND** Ruby, Ruby On Rails, Elixir, Python, FastAPI, Django, Microservices, Elasticsearch, PostgreSQL, Redis, Kafka
>
> **FRONTEND** JavaScript, TypeScript, React, UI/UX, Figma
>
> **DEVOPS** Docker, Kubernetes, Argo CD, Gitlab CI, Terraform, GCP, AWS, Helm

Senior Software Engineering Manager

Bank VTB   `Oct 2020 – Mar 2022`

Moscow, Russian Federation

▸ Led 35 professionals across cross-functional teams working on consumer loan services, the bank's flagship product generating 20% of retail income

▸ Reorganized a large monolithic team into multiple agile squads, delivering more predictable results

▸ Maintained system reliability and performance across 11 time zones for millions of customers

▸ Managed diverse teams including engineering managers, backend/web/mobile developers, QA and SRE engineers

▸ Led major architectural changes to support omni-channel customer experience

▸ Worked with product managers and UX researchers to increase conversion by 50% and improve product NPS

> **TECHNOLOGIES**
>
> **BACKEND** Java, Kotlin, Spring Boot, Microservices, PostgreSQL, Redis, EFK, Kafka, Artemis MQ
>
> **FRONTEND** iOS (Swift, Native), Android (Kotlin, Native), JavaScript, TypeScript, React, UI/UX, Figma
>
> **DEVOPS** Docker, Kubernetes, OpenShift, Linux, Ansible, TeamCity CI, Jenkins, Terraform, Helm

Head of Web Services Development Department

Open Bank   `Mar 2016 — Sep 2020`

Moscow, Russian Federation

▸ Built new department from scratch and led 9 cross-functional teams with 75 employees

▸ Consolidated multiple systems into a single microservices platform using Java/Kotlin and Spring

▸ Implemented Docker and Kubernetes, optimized CI/CD and monitoring, and adopted Infrastructure-as-Code practices

▸ Managed development of key banking services including Online Mortgage, Digital Consumer Loan, and other products

▸ Achieved 99.99% service availability while implementing Continuous Delivery for frequent releases

▸ Coordinated communication between technical teams, stakeholders, and C-level executives

▸ Improved backlog management to prioritize stakeholder requests and focus on critical projects

▸ Improved hiring processes, conducted training, and scaled the team for better efficiency

> **TECHNOLOGIES**
>
> **BACKEND** `Java, Kotlin, Spring Boot, Microservices, PostgreSQL, Redis, Elasticsearch, ELK, Rabbit MQ, Ruby, Ruby On Rails, Python, Django`
>
> **FRONTEND** `JavaScript, React, TypeScript, Angular, UI/UX, Figma`
>
> **DEVOPS** `Docker, Kubernetes, Linux, Ansible, Argo CD, TeamCity CI, Jenkins, Gitlab CI, Terraform, Helm`

Software Engineer

VoltMobi LLC   `Feb 2015 — Feb 2016`

Moscow, Russian Federation

▸ Built backend for high-traffic food delivery mobile app, handling traffic spikes to maintain service availability

▸ Supported major local and international clients by optimizing app performance

▸ Used modern technologies and frameworks to improve system efficiency

▸ Identified and fixed performance issues through system analysis and monitoring

▸ Worked with international partners including major telecommunication companies

> **TECHNOLOGIES**
>
> `Ruby, Ruby On Rails, PostgreSQL, Redis, JavaScript, Angular, Linux, Ansible`

Software Engineer

Alloka Media   `Aug 2013 - Feb 2015`

Nizhny Novgorod, Russian Federation

▸ Developed the market's first dynamic call tracking solution

▸ Redesigned and optimized the call tracking product to meet industry needs

▸ Built high-performance browser call tracking code that gained industry recognition

▸ Created automated calling service for various business applications

▸ Managed company growth including hiring and team expansion

> **TECHNOLOGIES**
> `Ruby, Ruby On Rails, MySQL, JavaScript, Asterisk, Perl, Linux`

Software Engineer

Heads and Hands   `Mar 2012 - Aug 2013`

Saransk, Russian Federation

▸ Transitioned from startup development to client projects, delivering both frontend and backend solutions

▸ Led projects from requirement analysis to final delivery, including design, development, and optimization

▸ Managed and optimized high-load systems, ensuring stable and efficient performance

▸ Actively participated in hiring, onboarding, and mentoring new team members to ensure consistent quality and productivity

> **TECHNOLOGIES**
> `PHP, JavaScript, MySQL, Kohana, Yii, Symfony, Ruby, Ruby On Rails, Linux`

Software Engineer / Graphics & Web Designer

Effisol   `Dec 2010 - Mar 2012`

Saransk, Russian Federation

▸ Built websites and provided graphics and web design services to clients

▸ Mentored and led other developers and designers on projects

> **TECHNOLOGIES**
> `PHP, JavaScript, MySQL, Flash, Yii, ModX, Joomla, WordPress`

Software Engineer / Graphics & Web Designer

Self-employed   `Jun 2007 – Dec 2010`

Saransk, Russian Federation

▸ Built custom websites optimized for search engines as a freelance web developer and graphic designer

▸ Created dozens of websites from concept to graphic design and development

TECHNOLOGIES
PHP, JavaScript, MySQL, Flash, Yii, ModX, Joomla, WordPress

Self-employed   `Jun 2007 – Dec 2010`

Saransk, Russian Federation