

PROFILE

Engineering and production leader with 14+ years of systems depth and 8+ years leading teams — including 3 years as Head of Engineering owning P&L, headcount, and delivery across healthcare, fintech, and e-commerce. Scaled a 40+ person organization, set the hiring bar and career ladder, and built the execution model behind 2× business growth without losing delivery quality. Active driver of AI adoption across the department and company — shaping production LLM architectures (RAG, agents, document and voice AI) and AI-assisted engineering practices. Comfortable as the final call in high-stakes, multi-stakeholder decisions where the right answer is genuinely unclear.

20 → 40+

engineers, org scaled in under two years

2×

year-over-year revenue growth

+110%

net profit, year over year

+13%

department profitability over two years

EXPERIENCE

SoftTeco

Warsaw, Poland · 2012 - Present

Head of Engineering / Engineering Manager

2021 - Present

- **Scaled the organization 2× in under two years** — from ~20 to 40+ engineers with steady delivery; designed hiring, career laddering, and onboarding from scratch.
- **Drove 2× YoY revenue and +110% net profit** by tying the engineering roadmap to business outcomes — replaced feature-count metrics with roadmap-to-revenue alignment across four business units.
- **Owned department P&L**; introduced engineering cost modeling that replaced opinion-based budgeting and gave executives clear ROI per business unit.
- **Lifted profitability 13% over two years** through capacity planning, platform-vs-product investment calls, and efficiency metrics that surfaced systemic waste early.
- **Built the leadership pipeline** — grew 3+ senior engineers into managers; set up cross-functional governance for decentralized decisions without committee overhead.
- **Key contributor to the company's AI strategy** — helping embed AI-assisted engineering into delivery and co-shaping usage guidelines, review standards, and secure-use practices.
- **Launched domain-ownership programs** that cut onboarding time, raised the quality floor, and gave engineers deep ownership of their domains.

Solutions Architect / Lead Developer

2012 - 2021

- **Architected 20+ enterprise distributed systems** across healthcare, fintech, e-commerce, and telecom — deliberate reliability-over-speed trade-offs per domain.
- **Set company platform standards** — React, Node.js, Apache Kafka, React Native — with long-term maintainability as the primary criterion.
- **Led project teams of up to 20** through complex platform deliveries; established architecture reviews, engineering standards, and feedback loops that scaled with growth.
- **Introduced automated testing** (Selenium, Jest, Cucumber) across product streams — enabling continuous delivery without manual release gates.

AI & TRANSFORMATION

Claude · OpenAI · Gemini · Ollama · LangChain / LangGraph · LlamaIndex · MCP · pgvector · Qdrant

- **RAG & knowledge systems** — retrieval pipelines over pgvector and Qdrant with OpenAI embeddings, LlamaIndex and LangChain, grounding LLM answers in client data.
- **LLM agents & tool use** — LangGraph-orchestrated agents and MCP tool servers calling internal services and APIs; model choice across Claude, GPT-4, Gemini and local models (Ollama) per task.
- **Document & voice AI** — OCR and extraction pipelines on AWS Textract and Google Document AI that turn unstructured documents into structured data; speech-to-text and voice interfaces in client products.
- **LLM quality** — tracing and evals with LangSmith / Langfuse to measure answer quality before and after changes.
- **Digital transformation** — moved clients from siloed apps to shared, event-driven cloud platforms, then layered AI capabilities on top.

KEY PLATFORMS

Digital Medical Services Platform

2023 - Present

GCP · TypeScript · Go · Java · React · Flutter · Kafka · Strapi

- Architected a multi-tenant, event-driven healthcare platform for some of Europe's largest clinics — video consults, e-prescriptions, lab results, treatment plans — across web, mobile, and desktop under medical-grade regulation.
- Kafka as the event backbone on GCP: decoupled clinical services, async communication, durable compliance audit logs.
- Extracted auth, notifications, and scheduling into shared platform services; led cross-functional delivery across 3 parallel client platforms.

alpha-engineer — AI Engineering Toolkit (open source)

2026

Claude Code · AI agents · Skills · github.com/inavarych/alpha-engineer

- Built and open-sourced a Claude Code plugin marketplace — 24 agents, 191 skills, 22 commands across 9 developer roles and 4 industry domains, grounded in his own engineering competency matrix.
- Same approach applied in-house: AI agents and AI-assisted delivery adopted across the department.

Shopify Omnichannel Retail Platform

2020 - 2023

Node.js · React · React Native · GCP · Kafka · Firebase · WebRTC

- Multi-retailer SDK with configurable adapters — core data and event logic decoupled from channel UI, adopted by multiple retailers with no per-client re-architecture.
- Real-time pipelines: Kafka for durable ordered delivery plus Firebase for sub-100ms client sync; event sourcing for auditability and replay.

Enterprise programs — architect & team lead

- Architect of the learning management system (LMS) for the world's largest IT outsourcing company.
- Architecture and team lead for a quality-control and training system at a factory of the world's largest confectionery manufacturer.
- Mobile app for one of Austria's largest insurance companies; voice assistant (2014) for a leading consumer brand in a large international team.

Ride-Sharing & Logistics Platform

2017 - 2019

Java · Kotlin · Kafka · PostgreSQL · Selenium

- Worked on the core of one of the leading taxi services and built its test automation framework from scratch; real-time location tracking with Kafka ingestion fanning out to monitoring, routing, and analytics.

SKILLS

Leadership	Org design · Hiring & career ladders · P&L · Capacity planning · OKRs · Agile at scale
Languages	TypeScript, JavaScript, Go, Java, Kotlin, Python, Dart
Backend	Node.js, Nest.js, GraphQL, REST, gRPC/Protobuf, Auth0/JWT
Frontend	React, Next.js, Angular, Electron, React Native, Flutter
Streaming	Apache Kafka, RabbitMQ, AWS SQS/SNS, WebRTC, Firebase Realtime
Data	PostgreSQL, MongoDB, Redis, Elasticsearch, DynamoDB, MySQL
Cloud & CI	GCP, AWS, Azure, Docker, Kubernetes · GitHub Actions, CircleCI, GitLab CI, Jenkins
Quality	Jest, Selenium, Cucumber, JUnit, Mocha — unit, integration, E2E
AI / LLM	Claude, GPT-4, Gemini, Ollama · LangChain, LangGraph, LlamaIndex, MCP · pgvector, Qdrant, OpenAI embeddings · LangSmith / Langfuse · RAG, agents, OCR (Textract, Document AI), speech

EDUCATION

General Management Program — Institute of Business and Management (IPM)	2021
M.Sc., Computer Systems & Networks — Belarusian State University of Informatics and Radioelectronics	2018
B.Sc., Software Engineering — Belarusian State University of Informatics and Radioelectronics	2013

ADDITIONAL

Languages	English · Russian · Belarusian
Domains	Healthcare · E-commerce · Financial Services · Telecom · IoT · Logistics
Training	Business Negotiations · Executive Presentations & Public Speaking