




Pavel Titenkov

Software Engineer / Engineering Manager

titenkov.com 
pavel@titenkov.com 
@titenkov 

I enjoy building great products and happy engineering teams. Struggling to decide what I enjoy more.

EXPERIENCE

Tribia AS Engineering Manager

February 2021 – Present

Oslo, Norway

- Technical leadership of the key product initiatives from conception to successful roll out
- Integrating DevOps practices into the organization's daily operations (CI/CD, IaC, monitoring, etc.)
- Undertaking the responsibilities of a product owner for the IAM platform
- Steering cultural transformations to constantly evolve the way of working
- Facilitating recruitment in engineering department (full pipeline from opening positions to onboarding)
- Guiding and supporting engineers in their professional development

Coherent Solutions Team Lead & Engineering Manager

September 2013 – January 2021

Minsk, Belarus

- Led the engineering team on the project management app with 100k users
- Built the team almost from scratch (from 3 to 11 engineers) with a great culture and passion
- Led the development of numerous mission-critical project initiatives
- Adopted several DevOps practices and significantly enhanced the monitoring
- Conducted and performed a project security audit (SSDLC, OWASP)
- Helped 2 manual QAs, who had never tried to code, to become test automation engineers in a year
- Helped several junior engineers to grow and become a dream asset for any organisation

As an Engineering Manager:

- Managed a group of up to 15 engineers in the Java department
- Responsible for people development, retention, performance, salary negotiations, etc.
- Interviewing and hiring new talents

Tieto Software Engineer

Mar 2011 – September 2013

Minsk, Belarus

- Software Engineer in the identity management (IDM) team, building solutions for clients in the public sector
- Developing customer and user portals (UI + APIs) on top of the IDM providers
- Customizing and setting up IDM providers (Tivoli IdM, Oracle OpenIDM) for customer needs (SSO, LDAP, etc.)
- Performing full environment setup and configuration
- Performing security testing

EDUCATION

Theoretical foundations of computer science PH.D. (DROPOUT)

September 2014 – 2017 Belarusian State University of Informatics and Radioelectronics (BSUIR)

Theoretical foundations of computer science MASTER'S DEGREE

September 2013 – 2014 Belarusian State University of Informatics and Radioelectronics (BSUIR)

Artificial Intelligence BACHELOR'S DEGREE

September 2008 – 2013 Belarusian State University of Informatics and Radioelectronics (BSUIR)

SKILLS & BACKGROUND

Manager Toolkit

- Coaching & Mentoring
- Leadership
- Hiring & Recruitment
- Culture Development
- Team Management
- Strategic Thinking
- Stakeholder Management

Engineer Toolkit

- Architecture Design
- Research & Innovation
- Java
- Javascript / Typescript
- DevOps
- NextJS
- React
- Quarkus
- Spring
- NodeJS
- Docker
- Kubernetes
- Helm
- Terraform
- Azure
- Openshift
- CI/CD
- Github Actions
- IAM (Auth0, Keycloak)
- Security
- REST / gRPC APIs
- Microservices
- Serverless
- MongoDB
- Postgres
- Redis
- Pair programming
- TDD
- Monitoring (NewRelic, ELK, Splunk, BetterStack)
- Automated Testing (Cypress, Playwright)