Andrey Salomatin

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Education

2004 - 2010
Moscow Technical University of Communications and Informatics
Engineering degree in "Radio Communications, Broadcasting & Television"

Work

- **01.2018–01.2019**
  CEO at Polychops (Software for musicians, startup)

  A personal project with a goal to help live musicians practice more and get more out of their practice.

  I was responsible for product research, design and development. Together with a group of contractors we've built the first version of the product and launched it in September 2018.

- **10.2016–12.2017**
  Product Manager at Productive Mobile, now Matterway (B2B SaaS startup)

  As a Product Manager I was making sure we're building the right thing.

  I took over Product after being a senior engineer for two years. At that time we have started doing pilots with customers, our platform was covering about 30% of use cases and we have just undergone a major change in organization's structure. Here is what we've achieved during my time as a PM:

  - 30% of DAX companies are paid customers or piloting with Productive Mobile;

  - Platform coverage went from approximately 30% of use cases to 90%;

  - Time to deliver 80% of the use cases we support brought down from several weeks to several days or even hours;

  - Collaboratively we've set up the goal and the metrics to measure our progress as an organization. It's hard to quantify these things, but I believe it allowed us to focus and improved communication between departments;

  - Together with the engineering team we've brought down uncertainty in lead times. Before it could take anything from a day to a month to finish a feature. With the changes a ticket got to production within 8 days from the time an engineer would start working on it.

- **09.2014–10.2016**
  Full-stack Javascript Developer at Productive Mobile

  - In a small team we've built the product from the ground up;

  - As a senior member of the team, I helped set up processes and create the technical arcitecture of the service.

  - One of the achievements was that we have received the highest rating during a tech due diligence from an independent contractor;

  - Among other things I was responsible for hiring and onboarding people for the engineering team. We were able to hire brilliant developers and QA engineers that formed the core of the company.

- **2011–2014**
  Tech consultant / full-stack developer in various startups

  During that time I was working for a number of companies as a tech consultant and full-stack developer. I had a chance to work on Education, Trading and Advertising technology.

  I'd be happy to provide details upon request.

- **02.2010 - 07.2011**
  Team Lead, Internet Banking services at Probusinessbank

  - I've joined the company to work on their online banking solution. I've started off alone and over two years we have gathered a strong team of five talented people across two offices in different cities. I was responsible for managing the work of the team;

  - Together we have designed and implemented a new version of the system with features like online payments, card and account management, internal messaging system and many others. That was one of the most feature-full online banking experiences of 2010 Russia;

  - The infrastructure that we've built later became the basis for many other internal and customer-facing applications, including our Aandroid and iOS apps.

Side projects

- I blog and give talks on the topics of Software Development, Systems Thinking and Management;

- I make Code Podcast. It's like Planet Money, but for developers;

- I was one of the organizers and helped grow MoscowJS to become the largest offline frontend community in Russia;

- Together with friends we made an international developer conference Frontend Union;

- I was one of the original hosts of RadioJS. The second most popular tech podcast in Russian iTunes in 2016.