
Nikolay Kopylov

Engineering manager with over 10 years of engineering experience and 4 years of team management experience.

 Munich, Germany



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Work Experience



Engineering Manager Doctolib

November 2022 - Present
Berlin, Germany (full-remote from München)

I am leading a team responsible for check-in process.
Responsibilities: performance management, people growth, hiring, technical strategy of the team.

Key results:

- Reorganized a process to better follow the SCRUM approach to reach better predictability and decrease Time-to-Market



Tech Lead Westwing GmbH

September 2021 - October 2022
München, Germany

Relocated to Munich, Germany.

I was leading a team responsible for internal tools: catalog, pricing, legacy monolith + several other services.

Key results:

- Changed iterations process to a more predictable PDCA cycle
- Helped the team to develop and deploy a big change in how the stock calculation works
- Helped engineers to grow - middle engineer to senior engineer, senior engineer to tech lead.
- Took control of an outsourcing team. Onboarded them and made sure that they would efficiently integrate into the company process
- Designed and facilitated a crowd architecture discovery workshop for the tribe
- Designed, organized, and facilitated (with the help of PMs) the multi-day tribe transformation workshops.

Reorganized 3 teams to 2 with different purposes.

Helped teams to self-define their missions, initial backlogs, and processes.



Scrum master

Raiffeisen Bank Russia

June 2021 - September 2021
Moscow, Russia

Facilitated the process of these new teams forming and norming before my resignation.

I was a Scrum-master for 2 teams in Raiffeisen Leasing product.

During this short journey, I helped teams in a better understanding of Scrum framework.

Key results:

1. Ran a team kick-off for one of the teams
2. Helped teams to define Definition of Done and Definition of Ready
3. Trained Product Owners for a better understanding of goals set, introduced Evidence-Based Management.

I've left this job because of a relocation opportunity.



Engineering Manager

Thesoul Publishing

June 2020 - June 2021
Limassol, Cyprus (full-remote)

I was leading development in the cross-functional remote distributed team (backend, frontend, iOS, Android, QA).

Key results:

1. Drastically increased release frequency (from 1-2 releases per month to 2 releases per week) by routine process automation
2. Moved a team to a much more predictable iterative process
3. Trained a team to use modern development processes — CI/CD, feature toggling, A/B testing which decreased Time-to-Market for new features
4. Transformed 4 functional teams to a cross-functional product team which decreased Time-to-Market for new initiatives

Key responsibilities

1. Process improvement
2. Quarter planning
3. People management (1:1, assessment, hire)



Senior Engineer

Avito.ru

June 2016 - June 2020
Moscow, Russia

Key results:

1. I was leading a project as a backend developer (~ 9 months duration, 5-7 engineers involved).

This project required the cooperation of multiple teams and the integration of multiple systems.

My responsibility was to design the system, decompose it into stories and tasks, control the process of development, and handle all cross-team interactions.

Reporting to product/project manager.



CTO

Freetopay

September 2015 - June 2016

Moscow, Russia

2. I was a part of the "Anti-monolith" team which responsibility was to split an API part of big and old PHP-monolith to several microservices.
We were a locomotive for the process - so we created not only services by themselves but also all the infrastructure that was needed to "cut" the pieces of the monolith to new microservices.

During this project, I've created three PHP microservices and moved the complicated code there.

3. I was a Scrum-master of the cross-functional product team. My responsibility was to help the team integrate Scrum processes in their development flow.
I was responsible for the facilitation of the team meetings.

I was responsible for all of the technical activities in the company - product development, technical team management, server, and people management.

Key results:

I have changed the development process to Kanban which decreased Time-to-Market and made the process understandable and predictable.

Key project:

We created a platform for a video advertisement. It was rewarded videos in mobile apps and social games.



PHP developer

Mamba

October 2014 - September 2015

Moscow, Russia

I was a part of the support team.



PHP developer

FreetoPay

January 2011 - October 2014

Moscow, Russia

I was responsible for the new products development and support.

Key results:

1. I developed a statistical system based on PHP, Redis, and MySQL that counted cumulative real-time stats from the advertisement integrations in games in social networks. Peak traffic was - 2500-3000 RPS which was handled by a couple of dedicated servers.

2. I developed a module for our system to create and manage advertisements in the Target@Mail.ru system.

Education

Sep 2011 - Jan 2014

National Research Nuclear University

Bachelor

Sep 2006 - Jun 2011

Moscow State College of Information Technologies

Applied Informatics

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