

KYRYLO KALUGIN

Software Engineering Manager | Data & Cloud Engineering | AI-Assisted Engineering
MSc Computer Science, Software Engineering · National Aviation University, Kyiv, 2004

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No relocation package or logistical relocation support required beyond the mandatory immigration process

PROFESSIONAL SUMMARY

Software Engineering Manager with 15+ years of management responsibility and 25 years of software experience. Combines formal people leadership with current hands-on backend engineering in Java/Spring, TypeScript/Node.js and Python. Has led multidisciplinary engineering teams, hiring, performance and career development, while remaining a technically deep sounding board for architecture, quality, reliability and production decisions. Uses AI-assisted engineering in daily development with human review, automated validation and retained production accountability.

SELECTED ACHIEVEMENTS

- Led a Deutsche Bank technology organization of up to 108 FTE across seven projects, including 26 first-line HR reports and additional teams led through Project Managers and Engineering/QA Leads.
- Formally managed two Refinitiv Scrum teams of 10 and 7 FTE, spanning Development, QA, Business Analysis, automation and DevOps roles, while coordinating dependencies across up to 18 engineering teams.
- Recovered 17 of 18 RED-status LSEG projects to GREEN through clearer ownership, dependency management, blocker removal and executive alignment.
- Reduced LSEG production incidents from approximately weekly before migration completion to two over the following six months through stronger testing, release controls, observability and ownership.
- Built a TypeScript/JavaScript delivery-intelligence platform that reduced recurring manual reporting by approximately 80% and converted fragmented delivery, budget, resource and risk data into decision-ready visibility.
- Currently spends approximately 20–30 hours per week designing, coding and operating production systems with LLM API/MCP integrations, CI/CD, observability and production troubleshooting.

SKILLS

Engineering & People Leadership: *Engineering management · Technical leadership · Hiring and interviews · Performance reviews · Career development · PDPs · Coaching and mentoring · Organizational design · Team formation and scaling · Engineering culture · Architecture and code review · Technical feedback · Engineering quality · Ownership culture*

Backend, Cloud & Architecture: *Java · Spring · TypeScript · JavaScript · Node.js · Python · REST APIs · MCP · AWS · Azure PoC exposure · Docker Compose · Microservices · Service-layer monoliths · Event-driven systems · MQs · WebSockets · Data contracts · ETL/data migration · MongoDB/NoSQL · MariaDB/SQL*

Engineering Excellence & Operations: *TDD · Automated testing · CI/CD · GitHub Actions · Jenkins · Release readiness · Observability · Incident response · MTTR · Production support · Database optimization · Reliability*

AI-Assisted Engineering & Delivery: *AI-assisted implementation, debugging and refactoring · LLM APIs via OpenRouter/OpenAI · MCP interfaces · Human review and automated validation · Technical trade-offs · Cross-team dependency management · Roadmaps · Go-live and stabilization · Decision intelligence*

PROFESSIONAL EXPERIENCE

LSEG (London Stock Exchange Group) via EPAM

Technical Program Manager (Data Platform Migration and Portfolio Governance)

February 2021 – June 2025 · Remote · London, UK · Outstaffing/Contract via EPAM



After 20mo of software independent delivery, led delivery of a US municipal-market product migration from a legacy Refinitiv environment to the LSEG Data Platform on AWS. Target-platform development, ETL/data migration and KTLO responsibility for the existing product before expanding into wider portfolio governance.

- Directed end-to-end delivery from roadmap and migration planning through implementation sequencing, dependency management, go-live and production stabilization.
- Expanded responsibility to 28 concurrent projects and led Team Leads and Project Managers across 20+ initiatives through a delivery-governance structure.
- Recovered 17 of 18 RED-status projects to GREEN through governance redesign, blocker removal and executive realignment.
- Governed portfolio budget planning, forecasting and execution reporting with finance and PMO stakeholders, combining delivery, resource, financial and risk signals for decisions and escalation.
- Facilitated architecture and business decisions through formal governance, preparing evidence, technical trade-offs, mitigation options and accountable workstreams for approval.
- Oversaw production health across incidents, MTTR, cloud costs, delivery lead time and defects; incident frequency fell from approximately weekly before migration completion to two over the following six months.
- Built a TypeScript/JavaScript delivery-intelligence platform using API/export data from sources including Clarity PPM, reducing recurring manual reporting by approximately 80% and turning fragmented delivery, budget, resource and risk data into decision-ready portfolio visibility.
- Structured Confluence knowledge spaces and decision records and used MS Project for plans, Gantt schedules and resource allocation across complex delivery work.
- Directly managed two Business Analysts and retained responsibility for objectives, feedback and formal people-management processes through 2025.

Refinitiv, Thomson Reuters



Project Manager, Scrum Master, Resource Manager (Cloud Migration, Multi-Team)

October 2018 – June 2019 · Offshore · London, UK · Outstaffing/Contract via EPAM

- Formally managed Scrum teams of 10 and 7 FTE in a mission-critical data pipeline environment.
- Coordinated dependencies across as many as 18 engineering teams on a shared codebase with fixed release cycles and strict availability constraints.
- Led migration sequencing, functionality-availability windows and release coordination across engineering tracks; reinforced TDD, automated testing, CI/CD governance and release readiness.
- Led delivery and technical trade-off work for an evolution from tightly coupled SOAP/REST integrations toward asynchronous AWS messaging and event-driven patterns.
- Served separately as Resource Manager for seven Project Managers and Scrum Masters, owning reviews, PDPs, compensation, progression and performance actions in EPAM's matrix structure.

Citibank Development Center

Project Manager, Scrum Master (KYC/AML Customer Facing Platform)

June 2018 – October 2018 · Offshore · NY, US · Outstaffing/Contract via Luxoft/DXC



- Owned delivery of a regulated, mobile-first customer-onboarding platform spanning user experience, US regulated KYC data flows, APIs, security, compliance, automated testing and production go-live.
- Managed a distributed team of 16 FTE; maintained delivery, quality and stakeholder alignment across locations and time zones.

- Strengthened TDD and CI/CD through AWS and Jenkins; automated build, test and deployment pipelines with banking-grade quality gates.
- The product helped reduce onboarding time from days to hours by simplifying journeys and improving orchestration across technical and operational dependencies.

Deutsche Bank Development Center via Luxoft

Program Manager < Project Manager < Lead Business Analyst (Trading Platforms)

February 2011 – June 2018 · Offshore · London, UK · T&M via Luxoft/DXC



Progressed from Lead Business Analyst on trading and KYC/AML platforms to Program Manager for a peak organization of 108 FTE across seven projects, including 26 first-line HR reports and additional teams led through Project Managers and Engineering/QA Leads.

- Ran delivery planning, financial governance, resource utilization, risk and dependency management, customer expectations and executive reporting across on-site and offshore groups.
- Oversaw budget forecasting, execution reporting and invoicing reconciliation while expanding offshore scope with additional projects and Business Analysis and UX/UI capabilities.
- Served as manager of record for 26 employees, personally conducting formal reviews, ratings and compensation decisions while leading wider people processes through the management layer.
- Implemented IBM Cognos governance dashboards for budget forecasting, resource utilization and invoicing reconciliation.
- Designed and built a real-time project-health dashboard integrating Jira API, code-quality and project-management data to support faster program decisions.
- Reduced change requests by approximately 60% and shortened development and testing cycles by approximately 50% through structured requirements, standardized data models and improved backlog readiness.
- Mentored six Project Managers toward Senior Project Manager or Program Manager scope.

Independent Product Engineering

Lead Engineer / Product Owner

2015–Present · Part-time alongside management roles

Maintain 20–30 hours per week of production engineering and solution-architecture practice through independently owned business and event-tracking platforms.

- Own requirements, roadmap, architecture, development, code review, automated testing, deployment, observability and production support.
- Lead product and engineering decisions for **Narysy Warehouse Platform**, Business Intelligence with ERP and CRM capabilities, integration and analytics platform supporting a distribution business and 50 retail partners, and **RaceMetrica**, a real-time athlete timing, tracking and race data analytics platform piloted at 10+ events, allowing athletes improve their sport results.
- Use direct production responsibility to keep leadership decisions grounded in architecture, operational constraints and engineering quality.

Earlier Engineering & Technical Leadership

2000–2011

Check the full detailed work history: kalugin.pro. Technical Lead / Java Developer · Co-founder & Technical Lead, Webstream.com.ua · Head of Internet Development Department, MTI · Internal Web Solutions Developer, BMW Importer Ukraine · Web Developer

Built and led Java/Web complex systems, architecture, delivery, requirements, QA, deployment and operational improvements before moving into larger-scale technology leadership.

EDUCATION

BA Computer Science, Software Engineering · National Aviation University, Kyiv · 1998-2002

MSc Computer Science, Software Engineering · National Aviation University, Kyiv · 2002-2004

CERTIFICATIONS

PMI-CPMAI™ — scheduled September, PMI-PMP® — expired 2025; renewal in progress; PMI-ACP®; AWS Certified Solutions Architect — Associate — expired 2025; renewal in progress; Databricks Academy Accreditation — Generative AI Fundamentals; Azure Fundamentals; World Triathlon Community Coach

LANGUAGES

English — Fluent · Ukrainian — Native · Russian — Native · German — Basic · Turkish — Basic

RELOCATION

Ukrainian citizen currently based in Antalya, Türkiye. Relocation-ready for EU/EEA/UK/GCC via EU Blue Card route / UK/NL/GCC Skilled Migrant programmes.

No relocation package, temporary accommodation, travel coordination or other relocation support is required beyond the employer's mandatory immigration/sponsorship process.