

# KYRYLO KALUGIN

Engineering Manager | Data Platform & Cloud Engineering | PMI-PMP/PMI-ACP

☎ +380 68 199 0 399 ✉ kyrylo.kalugin@gmail.com ♀ Available for immediate relocation to Amsterdam

## DETAILS

Birthdate  
**23.11.1981**

Nationality/Place of birth  
**Ukraine**

Current residence  
Antalya/Türkiye

Possibility of relocation: ✓  
Possibility to travel: ✓

## MAIN SKILLS

Software Development  
**Project/Program/Engineering Management**

**Customer Consulting, Sales and Presentation**

**Software Engineering:**  
End-to-end ownership  
Java/JS/TS/Python

**Data/ETL:**  
SQL/NoSQL/Vector/Pandas

**Orchestration & Cloud:**  
Docker/AWS/Azure/GCP

## EDUCATION

**Master of Computer Sciences**  
National Aviation University  
2004: Kyiv, Ukraine

## CERTIFICATIONS

**PMI-PMP®**  
Project Management Professional

**PMI-ACP®**  
Agile Certified Professional

**AWS / Azure**  
Practitioner with hands-on experience

**IELTS**  
Cambridge CAE

## LANGUAGES

**English**  
Fluent

**Ukrainian**  
Native

**Russian**  
Fluent

**Turkish**  
Limited working proficiency



## PROFILE

**Engineering leader with 12 years of team management and domain expertise**, built on a 25-year hands-on software engineering foundation. Across **investment banking (Deutsche Bank, Citibank)**, **global market data (Refinitiv / Thomson Reuters)**, and **financial institution infrastructure (LSEG)**, I have owned the hardest mandates – turning around failing programmes, scaling delivery organisations under ambiguity, and driving platform engineering end-to-end from architecture through production stability. The number I am most proud of: inherited 18 projects in *red* status at LSEG, restored 17 to *green*.

I am hands-on developer since 1999. I build production-grade systems in **TypeScript** and **Java**; architected high-load API-linked environments; and when reporting became a bottleneck at LSEG, I built the solution myself – a delivery intelligence platform adopted across the broader programme management community, cutting manual analytical burden by ~80%. **Technical fluency is what lets me set a credible engineering bar, make informed trade-off decisions, and earn the trust of the engineers.**

Since 2014, I have driven team performance management, structured PDPs, and career progression across both engineering and management – mentoring teams, and personally mentoring 6 PMs to Senior and Programme Manager level at Luxoft (DB/Citi), and owning hiring end-to-end at Refinitiv.

As a **national-level triathlete**, Ironman 70.3® finisher, and certified coach, I know sustainable high performance is built through **long-term planning, honest measurement, and resilience under pressure**. I lead engineering teams the same way: clear goals aligned with general vision, consistent execution, and a team that is growing – not just delivering.

## CORE COMPETENCES

- **Engineering Leadership** Team and Team Streams management (up to 18 Engineering Leads and Teams) · Team Lifecycle from forming to performing · Performance development planning (PDPs / 360-assessments) · Hiring and interview ownership · Technical career laddering · Org health and attrition risk management
- **Domain & Product Ownership** End-to-end ownership of platform engineering domains · Stakeholder and expectations management up to C-level · Roadmap alignment with business outcomes · OKR-setting and engineering metrics · Agile transformation
- **Technical Depth** MSc in Computer Science · TS/JS/Node · React/Tailwind · Java · Python · SQL/NoSQL · Microservices architecture (REST/MQ/Event-driven) · TDD & Clean Code · Docker / CI-CD (Jenkins) · AWS (Certified Solutions Architect) · Azure (Practitioner) · GCP
- **Engineering Excellence & Platform Thinking** Real-time engineering dashboards (Jira API, Cognos / Clarity) · Reporting platforms · CI/CD governance and quality gates · Data pipeline and ETL ownership · Requirements Management and QA (60% CR reduction at Deutsche Bank) · Cross-functional release coordination

## PROFESSIONAL EXPERIENCE (1/3)

**Snr. Engineering Manager / Delivery Programme Manager, LSEG · London, UK**

Full-Time, Remote, EPAM Ukraine/Türkiye

Feb 2021 - Jun 2025 · 4 yrs 5 mos

Embedded as Snr. Engineering Manager in LSEG's US Government Instruments programme — a complex, regulated, **multi-team environment undergoing simultaneous cloud migration and organisational restructuring**. Owned end-to-end engineering delivery across a growing portfolio: starting from a single project, scaling to ownership of a programme of 28 concurrent projects with 100+ FTE across multiple cross-functional engineering, product, architecture, and PMO stakeholders.

### Product Ownership

- Successfully owned the engineering responsibilities for a mission-critical 30-year-old financial platform migration to AWS – **end-to-end**: full product area roadmap from architecture alignment and migration planning through multi-team execution, dependency governance, and production support.
- Managed executive and senior stakeholder expectations through organisational restructuring and strategic pivots, designing governance frameworks, decision hierarchies, and communication protocols that became department-wide best practice.
- Achieved ambiguous transformation goals through trackable engineering milestones – with alignment of roadmaps across architecture, engineering, product, finance, and PMO functions.

### Business Impact

Inherited a portfolio of 18 projects in RED status; restored 17 of 18 (94%) to GREEN through structured recovery plans, governance redesign, blocker removal, and executive re-alignment – under high ambiguity and significant organisational pressure. Designed, built, and deployed an internal Delivery Intelligence Platform (JS/TS, React, MongoDB; integrated with Clarity, SharePoint) that consolidated multi-source project data into a real-time risk and finance dashboard – reducing manual reporting burden by ~80% and enabling data-driven oversight of 28 concurrent projects. The platform was adopted by peers across the Delivery / Programme Manager group.

### Cross-Functional Collaboration

Coordinated closely with cloud architecture, finance, and product teams on migration plans, risk mitigation, and scalability objectives across 22 teams. Navigated cross-team dependency resolution for a shared-platform codebase with fixed release cycles and strict compliance constraints.

Technologies: TypeScript · React · MongoDB · AWS · Azure · Clarity PPM · MS Project

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## PROFESSIONAL EXPERIENCE (2/3)

### Software Engineering Manager, Product Cloud Transformation Team · Refinitiv/Reuters · London, UK

Full-Time, Offshore Development Center - EPAM Ukraine

October 2018 - June 2019 · 10 mos

Joined as Engineering Manager and Scrum Master embedded in Refinitiv's mission-critical data pipeline engineering. Rapidly expanded mandate to include Resource Manager responsibilities across multiple engineering teams.

#### Product Ownership

- Managed cloud transformation delivery team within Refinitiv's world renowned data platform — coordinating with up to 18 concurrent engineering teams on a shared codebase, fixed release cycles, and strict availability constraints.
- Drove the architectural pivot from legacy SOAP/REST integrations to AWS Message Queue (MQ) patterns — owning the roadmap, technical trade-off process, stakeholder alignment, and cross-team release coordination to enable service decoupling and system resilience.
- Agreed migration sequencing with dependent teams, aligned functionality availability windows, and coordinated release readiness across multiple engineering tracks — a genuine cross-functional ownership exercise.

#### People Development & Hiring

- As Resource Manager, personally conducted tens of interviews for both internal and external engineering candidates — owning the hiring bar, assessing technical and cultural fit, and shaping team composition.
- Managed the team from forming to performing phase, deliberately calibrating the team dynamic as new members onboarded.
- Implemented structured PDPs and regular HR health checks, resulting in measurable improvements in team morale, retention signals, and performance trajectory for the engineering team and cross-team collaborations.
- Ran a scalable mentoring programme for project managers and scrum masters as a Resource Manager, accelerating succession readiness and seniority progression.

#### Cross-Functional Collaboration

- Standardised processes and interfaces between project management, engineering, and analytics stakeholder groups — enabling smoother delivery in a complex, multi-team data platform environment.

Technologies: AWS · MQ / Event-driven Architecture · JIRA · Scrum · Agile

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### Engineering Manager, Consumer-Facing Product KYC/AML Self-Service Platform · Citibank · New York, US

Full-Time, Offshore Development Center - Luxoft

June 2018 - October 2018 · 4 mos

Led a fast-track initiative to deploy Citibank's product next-generation customer onboarding platform — with a mandate to achieve the fastest user onboarding in the market through a mobile-first UX and fully automated delivery pipeline. The product had a significant amount of experimentations, from the state-of-art UI/UX approaches to new technology stack of backend (Kotlin). Fully owned the product's uptime SLAs, deployment strategy, incident response teams within different time zones.

#### Engineering Excellence

- Led the adoption and implementation of CI/CD practices on AWS (Jenkins), establishing automated build, test, and deployment pipelines with banking-grade quality gates — enabling faster, safer release cycles for a regulated environment.
- Implemented automated, data-driven reporting from CI/CD, JIRA, and project dashboards, providing real-time delivery transparency to the US customer.

#### Product Ownership & Delivery

- Owned end-to-end delivery of the mobile-first onboarding platform: from requirements and UX design through build, test automation, and production go-live — accountable for timeline, quality, and stakeholder satisfaction.
- Managed a distributed team of 16 FTE through Agile/Scrum cadence, delivering consistent increments and maintaining stakeholder alignment across time zones.

#### People Development & Mentoring

- Led a team of 16 FTE, acting as a Line Manager for Engineers in a team – PDPs, OKR-based assessments and attrition risk management.
- Continued to mentor 6 Project Managers to achieve Senior PM / Programme Manager roles within Deutsche Bank / Citibank environments — a structured, outcomes-oriented mentoring commitment as part of the Luxoft HPC (High Performers Club) initiative.

Technologies: AWS · Jenkins · CI/CD · JIRA · Agile/Scrum · Mobile UX · Kotlin

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## INDEPENDENT ENGINEERING

Maintaining production-grade, full-stack engineering hands-on practice since 1999. Significant current projects:

- **NWH Narisy Warehouse platform** · 2015 – Present · *Lead Developer & Solution Architect*. Full-stack BI and analytics platform (**Java/Spring, production grade REST API, standard-compliant EDI data workflows**) for supply chain / distribution operations. Sole owner of architecture, data models and workflows, security design, and platform evolution. Data flows, enrichment, clustering (vector-db) for discovery/selection. Defined and operated **SLOs for stock availability**. Maintains a **99% uptime SLA** against EDI consumer contracts.
- **RaceMetrica** · 2023 – Present · *Founder & Lead Architect*. Real-time athlete tracking and performance analytics platform. Built with *TypeScript, WebSockets, and React* to handle high-concurrency, low-latency data streams for live event tracking. Full ownership of system design, deployment (Docker Compose based CI/CD), and infrastructure.

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## PROFESSIONAL EXPERIENCE (3/3)

### Lead Business Analyst → Project Manager → Programme Manager, Trading & Risk • Deutsche Bank • London, UK

Full-Time, Offshore Development Center - Luxoft

February 2011 - June 2018 · 7 years 5 mos

Progressive career trajectory across Deutsche Bank's trading platform — starting as Lead Business Analyst on a mission-critical real-time trading platform migration, advancing to Engineering (Project) Manager of the team, and ultimately promoted to Off-Site Programme Manager overseeing a portfolio of 108 FTE across 7 trading-domain projects, owning the product roadmaps and responsible for the implementation.

#### Programme Ownership & Business Impact

- Promoted to Programme Manager responsible for onboarding six additional trading-domain projects — expanding portfolio scope and delivery capacity while maintaining delivery consistency across on-site and off-site teams.
- Implemented integrated financial governance dashboards (IBM Cognos) for budget forecasting, resource utilisation, and invoicing reconciliation — giving finance and executive stakeholders real-time programme spend visibility.
- As Lead BA: reduced change requests by 60% and shortened development and testing cycles by approximately 50% through structured requirements management approved by both customer and delivery stakeholders.

#### Engineering Excellence — Metrics & Automation

- Designed and built a real-time project health dashboard (PHP, JavaScript, jQuery) integrating live data from JIRA API, code quality systems (Sonar), and project management sources — enabling engineering and business to track delivery health without manual reporting cycles.
- Automated weekly reporting pipelines (PHP, PDF), significantly reducing manual effort and broadening stakeholder access to engineering metrics and finance metrics (IBM Cognos).

#### People Development & Mentoring

- Started with a one subordinate BA, advanced to managing the full product team as Engineering Manager, and further promoted to Programme Manager with 6 PMs and Engineering Leads as direct reports, focusing on technical upskilling. Led Agile transition (adopted 2015–2017, early adoption phase), and career development.
- Drove performance assessments, PDP design and execution tracking, and OKR/progression frameworks for team and later teams.

#### Team Growth and Cross-Functional Collaboration

- Expanded the off-site delivery unit from initial BA scope to 36 FTE by integrating additional Business Analysts and UX/UI resources — managing cross-functional alignment across requirements, design, engineering, and QA.
- Coordinated closely with on-site Account Management to ensure seamless customer experience and delivery consistency across locations.

Technologies: IBM Cognos · PHP · JavaScript · jQuery · Jenkins · JIRA · SOAP/REST · Agile/Scrum · AWS

## ENGINEERING CULTURE, COMMUNITY & LEADERSHIP

Leadership that extends beyond team boundaries — building communities, sharing knowledge, and contributing to engineering culture:

- **Communities of Practice (CoP) Framework** — designed and successfully integrated a company-wide Communities of Practice framework, a structured knowledge-sharing, professional development programme adopted across the organisation, as a part of Luxoft HPC: Luxoft High Performers Club initiative for senior company managers.
- **Mentoring** — as a successful Luxoft High Performers Club alumni, mentored new HPC senior PM on a company level.
- **Technical Community Building** — OSCE-Sponsored Events (2008): Presented technical sessions on "High-Load Optimisations for Web Platforms" (nginx/Java-proxying, WordPress at scale) at international (3 countries, up to 100 participants, UA/LT/GE) non-profit community events sponsored by the OSCE — contributing to early-stage social and technical community building in the region.
- **Running Community** — EPAM: Founded and led an employee running community at EPAM, embedded in the company's wellbeing culture. Organised training programmes and prepared colleagues to participate in competitive running events across Ukraine — building team cohesion and promoting a high-performance wellbeing culture.
- **Triathlon Coaching** — World Triathlon Community Coach (certified): co-leading a youth triathlon club, applying structured performance coaching methodology to athlete development. The same principles — goal setting, data and metrics (using own RaceMetrica app for result tracking and analytics), long-term planning, proactive risk management, and resilience under pressure — are directly transferable to engineering team leadership and organisational development.

## SKILLS

**Project/Programme Management:** MS Project • JIRA/Confluence • Monday.com • Clarity PPM • Cross-functional teams coordination • Dependency management • Change management • IBM Cognos

**Data, Cloud & Infra:** AWS (Certified) • Azure (Certified) • GCP • SQL/NoSQL/Vector • ETL pipelines • Cloud migration strategies • Docker/Compose/Swarm • CI/CD • Enterprise-grade secrets management • Kubernetes (exposure, within AWS)

**AI Context:** Hands-on experience with LLM application patterns and AI-assisted development (Copilot: Claude Code, Codex); applied in production internal tooling at LSEG; working with agentic workflow patterns and AI security considerations on an everyday basis.

**Technical Literacy:** Java/JavaEE • TypeScript • JavaScript • React • Python • Data product development • Software Architecture • Microservices Architecture (Integration Contracts compliance and versioning) • API (incl. high-load / caching / ) • MCP for AI tools

**Certifications:** PMI-PMP® • PMI-ACP® • PMI-CPMAl® (In Progress) • AWS Certified • Azure Certified