Career Objective:

Senior Information Technology Project Manager
Remote work or hybrid (office/remote)

Summary:

Senior Information Technology Project Manager with the Business Analysis and Product Owner experience who leads from the front. 13 years in IT, 8 years IT PM. Business analysis, product ownership, QA, international experience. IT, medical and pharmaceutical domains

Experience background:

Zenstyle, *Cracow, Poland*   *Aug '23 – now*

Senior Project Manager

- Project management: e-commerce application, migration, discovery phase, technical specification preparation, UX/UI design management, scrum team management
- Business analysis: business process analysis, requirement clarification

Odore Ltd, *London, UK*   *Apr '23 – Aug '23*

Senior Project Manager

- Project management: Internal product. Leading of the team: 14 teammates (designer, BA, developers and QAs). Stack: Python, React. Requirement analysis, documenting , UX/UI design validation, issue breakdown, backlog grooming, scope estimate, sprint planning, risk management, agile methodology implementation
- Business analysis: domain analysis, requirement clarification and analysis, risk analysis
- QA, user acceptance testing: user flows, use cases, manual product testing, API testing
- Customer feedback management: request analysis, bug/request verification, account managers support and training
- People management: scrum/empiricism, meeting facilitation, feedback culture implementation, team building, people development

Fireart Studio SP Z O O, *Warsaw, Poland*   *Aug '21– Feb '23*

Senior Project Manager

- Project management: External and internal commercial projects. Leading of 8-10 designers, developers and QA, remote international teams (1-7 designers and developers and QAs in each), different stacks. Requirement and documentation analysis, UX/UI design implementation, user stories, tasks creation, backlog grooming, scope estimate, sprint planning, road maps, reviews, retrospectives, project budget planning and control, MVP specifications, risk management
- Business analysis: Domain analysis, business process analysis, BPM, flow diagrams, requirement clarification and analysis, risk analysis
- User acceptance testing: planning and scenario preparation, manual product testing, API testing

- Client relationship management: stakeholders interviews, brainstorms, regular project, demo meetings, reports, reviews, project acceptation meetings
- People management: PM and QA mentoring and coaching, feedback culture implementation, team building, people development

Gecko Dynamics SP Z O O, Cracow, Poland   *Jul '18 – Aug '21*

Project Manager

- Project management: Leading of 2-4 dev teams simultaneously, remote and mixed international teams (3-12 developers and QAs in each), different stacks. Requirement and documentation testing, UX wireframes development, prototype and usability testing, UI design implementation, user stories, tasks creation, backlog grooming, tasks estimate, sprint planning, reviews, retrospectives, project budget planning and control, MVP specification, risk management
- Business analysis: Domain analysis, stakeholder identification, business process analysis, BPM, flow diagrams, requirement gathering and analysis (functional and non-functional), integration and risk analysis
- User acceptance testing: planning and scenario preparation, manual product testing, API testing
- Client relationship management: stakeholders interviews, questionaries, brainstorms, regular project meetings (project status, next steps, requirement clarification, change requests), technology demonstrations, phase reviews, project acceptation meetings
- People management: resource management, resume screening, interviews with the candidates, feedback and coaching
- Process management: standardization and development of operational (delivery) business processes in the company, SOP creation, KPI development, cooperation with other departments, recruiting process development (competition model, interview forms, questions to assess qualities and competitions), balance score card implementation

OPIEKA FARM SP Z O O, Cracow, Poland   *Dec '17 – Jun '18*

Project Manager

- Project management and BA, ERP implementation: business process analysis, requirement analysis, BPM (planning and forecasting process, P&L, Cash Flow planning, S&OP, financial controlling and reporting analysis, process standardization), technical specification preparation

Grand Medical Group, Istanbul, Turkey   *Oct '15 – Nov '17*

Project manager /ERP Product Owner, Chief Business Operations Officer

- ERP implementation: leading of ERP Dev Team (12-15 IT developers and QAs) as a a Project Manager and a Product Owner/Product manager, business analysis, requirement analysis, formalization and clarification of business processes with Key Stakeholders, implementation of Agile approach in the company, project planning, sprint planning, user stories and tasks management in TFS, Jira, product backlog creation, prioritization, user acceptance testing, sprint reviews, performance management, risk management, budget planning and control
- Product management: User needs analysis, market monitoring, competitive analysis, defining a product vision, product feature prioritization
- ERP delivery and maintenance: delivery management, user acceptance testing with pilot groups, trainings for trainers, feedback gathering and analysis, issue verification, change requests prioritization and planning of further implementation, maintaining the process
- Business Process Development: business process standardization and development in the company, global project leading, business needs clarification, SOP implementation, KPI development, business process trainings, implementation control

- Strategy Planning: P&L, Cash Flow, S&OP, Marketing and Sales, restructuring of country RO's
- Financial Management: establishing of unified financial planning and reporting approach, implementation, management of accounting and controlling processes
- Marketing and Sales: establishment of standard approach to marketing and sales operations, KPIs, recruiting, learning, performance management

Bayer HealthCare Pharmaceutical CIS, Kyiv, Ukraine   *Oct. '10 – Sep '15*

Project Manager, Commercial Excellence Manager (CIS region), MSO Manager

- Project Management: Leading of Commercial Excellence team, Coordination with HQ as a Project Leader
  Projects: CRM development project, Financial Reporting and Controlling application, Close Loop Marketing Project, Customer Facing Excellence project (role of FLSM, segmentation and targeting, coordination of customer facing functions, alternative sales models), Complexity Reduction project, Micro-marketing project (P&I budget management on regional level)
- Standardization of Commercial processes in CIS Region (support in implementation and use of Commercial Excellence tools, support for Country Teams in preparation standards and principles, trainings)

Bayer Ltd., Bayer HealthCare Pharmaceutical, Kyiv, Ukraine   *Jun. '08 – Aug '15*

National Sales Manager of Business Unit General and Special Medicine

30 direct reports (30-60 FTE), 15-30 products in promotion
- Responsible for Sales of all General Medicine products in Ukraine
- Marketing: marketing strategy planning and implementation (portfolio, PEST, SWOT, promotion mix), market/competitors data analysis, voice of customer approach and value proposition development, marketing projects development and implementation
- Line Management: territory management (rightsizing, location, penetration), selling effectiveness, targeting and segmentation approach, productivity tuning and results control, staff personal/professional development (recruiting, training and coaching approaches), performance management (individual goal agreements, appraisal, rewarding system and staff motivation)
- International projects management and participation: CRM development, Sales Force Effectiveness
- Merge, acquisition and integration processes (Specialty Medicine BU, Onix Pharm merging)

Bayer Turkey, Bayer HealthCare Pharmaceutical, Istanbul, Turkey   *Sep – Dec '13*

Short Time Assignment, Business Support and Strategy Development Department

- Business Intelligence: market research and analysis, sales forecasting, planning and evaluation
- Sales Force Effectiveness: CRM development and implementation, KPIs for Sales Force, segmentation & targeting, right sizing & territory allocation, performance management, incentive system, talent acquisition
- Digital Channels: multichannel approach, close loop marketing, iPad detailing, digital presentations' and apps development, marketing surveys, data analysis
- Marketing and Medical: key messages and promotion materials development, campaigns, systematic training approach
- General Management: innovations management, BU management, Commercial Department approach, coordination of customer facing functions, people development

Bayer Ltd., BSP, *Kyiv, Ukraine*   **Sep '07 – May '08**

Regional Manager of Business Unit Gynecology and Dermatology

14 direct reports (8 FTE), 15 products
- Territory Management (rightsizing, location, penetration), Sales Force strategy development and implementation
- Selling effectiveness, targeting and segmentation approach, productivity tuning and results control
- Staff personal/professional development (recruiting, training and coaching approaches)
- Performance management (individual goal agreements, rewarding system and staff motivation)

Schering AG RO, Bayer Ltd., BSP, *Donetsk, Ukraine*   **Apr '05 – Aug '07**

Regional Sales Representative

- Responsible for product sales in region Donetsk, Lugansk, Zaporizhzhia
- Individual calls and group events, local PR, advertisement and post-marketing actions;
- Collaboration with Key Customers, Opinion Leaders and local distributors' affiliates;
- Regional project initiation and leading (Regional education center, Software for physicians)

TAN JSC, *Donetsk, Ukraine*   **Jul '00 – Mar '05**

Programmer, System Administrator

- ERP Implementation (MS SQL, MS Visual C++, MFC): requirement analysis, backend implementation, database development, desktop application implementation, QA, project team leading
- Database administration, System administration (MS SQL Server, MS Windows Server 2000), Network administration

Maternity & Childhood Care Center, *Donetsk, Ukraine*   **Jul '95 – Jun '00**

Gynecologist, Laparoscopy Department

- Laparoscopic surgery, consulting

Educational background:

MIM (Business School MIM,-Kyiv)   **Mar '08 – Jan '09**

miniMBA

Donetsk Technical University   **Sep '00 – Aug '02**

Computer Science, Engineering Degree

Donetsk Medical University   **Sep '89 – Jul '98**

Medical Business, Master Degree

Skills and abilities:

Software development methodologies: Agile (Scrum, Kanban), Waterfall, hybrid (Wagile)
Project Management tools: Jira, ClickUp, TFS, Confluence, Notion, Figma, Zeplin, Balsamiq Mockups, MS Project, Slack
Business analysis methodologies and tools: Domain analysis, Stakeholders identification, User profiling, Competitor analysis, SWOT, PEST(LE), BPM, Requirement analysis, User stories, Use cases
Development tools: Bitbucket, Github, Database management systems (PostgreSQL, MySQL, MS SQL server), Amazon Web Services, Postman, Swagger
Languages: English, Polish – advanced, Ukrainian, Russian - native