

Vladimir L Pavlov

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- Over 10-year record of success in initiating and leading complex innovative R&D projects and managing distributes R&D teams (up to 170 engineers) for international and domestic clients (including Fortune-100 companies)
- Over 10 years of successful scientific research and collaboration with academia; frequent speaker at high-tech conferences around the globe; frequent author, one of Vladimir's articles got into ACM Top-10 list

EDUCATION & PROFESSIONAL STATUSES:

- Senior IEEE member, Chair of the Ukrainian ACM Chapter
- Biography published in Who's Who in the World
- MS and BS in Computer Science, Dnepropetrovsk State University, Ukraine
- Executive Business Education, Wharton Business School, University of Pennsylvania, USA

WORK EXPERIENCE AND SELECTED ACCOMPLISHMENTS:

INTSPEI, Kiev/New-York Ukraine/USA

High-Tech Research/Incubation

March 2007 – today

Founder, Chairman

- Built an initial business-plan and secured initial investment
- Built an enthusiastic team of world-class stars
- Managed development of new software engineering methodology, secured company's first patents, in close collaboration with Microsoft and IBM integrated new INTSPEI technology into their methodologies (MSF and RUP)
- Managed development of new Internet search technology
- Secured INTSPEI's first revenue, started building partner network

Microsoft, Moscow, Russia

High-Tech S&M

October 2005 – March 2007

DPE Director

(Development & Platform Eco-system)

- Successfully managed country-wide expansion of Microsoft LSE (Local Software Economy) programs
- Managed more than 100% year-over-year DevTools revenue growth
- Grew up DPE team three times, attracted to the team the best world-class high-tech influencers
- Sustained growth of all major DPE KPI-s
- Initiated and successfully managed localization of *IEEE/ACM Computing Curricula 2004: Software Engineering* for Russian speaking audience

Intel, Nizhny Novgorod, Russia
High-Tech R&D

March 2004 – October 2005
***Intel Russia R&D Outsourcing and
Development Processes Director***

- Successfully managed ongoing CIS-wide R&D outsourcing projects
- Successfully initiated and managed country-wide educational project Virtuoso (the project helped create the first in Russia university BS/MS programs in Software Engineering; the project was conducted together with Microsoft, IBM, Borland, Kaspersky Lab and the key local universities) and Shalyapin (R&D T&D)
- Successfully managed a shutdown of a high-risk outsourcing model in Russia, developed and implemented a low-risk country-wide R&D outsourcing model
- Initiated and managed several internal process audits; initiated and implemented internal country-wide programs to cover identified gaps

eLine Software - Ukraine, Dnepropetrovsk, Ukraine
Software Development / IT-consulting

August 2002 – February 2004
Chief Technical Officer

- Started and set up Ukrainian office of eLine Software
- Managed R&D team of 50+ engineers with MSF-based process
- Successfully started and managed a number of innovative software development projects of different size (100-2000 man-days). The list of clients included Global-500 high-tech corporations as well as various mid-size Western and Ukrainian companies

eLine Software, Pittsburgh, PA, USA
IT Consulting / Software Development

March 2002 – July 2002
Education Project Manager
(part time)

- Initiated and implemented formal MSF-based process for small-size projects, trained company's R&D engineers on MSF and UML
- Together with a partner from Russia initiated and successfully managed localization of *IEEE/ACM Computing Curricula 2001: Computer Science* for Russian speaking audience
- Developed a strategy for creating a software outsourcing office in Ukraine

SCC¹, Tampa, FL, USA
Clinical Information Systems

February 2002 – July 2002
Technical Training Manager

- Developed custom skills measurement tests on C, C++, MFC, UNIX, and UML
- Successfully planned and launched skills assessment for 300+ engineers of the company's R&D department

ISD¹, Dnepropetrovsk, Ukraine
Software Development

October 2000 – February 2002
Chief Technical Officer

- Managed R&D team of 150+ employees with RUP-based process
- Successfully managed number of concurrent software development projects of different size (100-5000 man-days). The list of projects includes new distributed system developments as well as legacy system conversions.
- Initiated and implemented a number of process improvements, i.e. formal readiness management procedures, statistical development process control, etc.
- Initiated and successfully managed a number of collaboration programs with local technical universities.

ISD¹, Dnepropetrovsk, Ukraine
Software Development

November 1999 – September 2000
Project Manager

- Successfully managed a number of 500-5000 man-days legacy system conversion projects.
- Successfully managed several collaboration programs with local technical universities.

SoftService¹, Dnepropetrovsk, Ukraine
Software Development

September 1998 – October 1999
QA Manager

- Managed a team of 10+ QA specialists
- Initiated and implemented creation of the company's testing team and integration team, initiated and implemented a number of process improvements i.e. daily builds, formal testing procedures, formal requirement tracking and bug tracking procedures, etc.

SoftService¹, Dnepropetrovsk, Ukraine
Software Development

August 1996 – August 1998
Software Engineer

- Developed a client-server application for providing physicians with access to patient data
- Participated in a number of legacy system conversion projects

AutoMet, Dnepropetrovsk, Ukraine
Hardware Development

May 1994 – July 1996
Software Engineer

- Developed a software package for radar output real-time analysis
- Developed a software package for blast furnace monitoring

SPEECHES AND PRESENTATIONS:

- Please visit <http://www.vlpavlov.com/articles> for a list of Vladimir's speeches and presentations

PROFESSIONAL ASSOCIATIONS:

- Senior Member of IEEE (Institute of Electrical and Electronics Engineers)
- Chairman of Ukrainian Chapter of the ACM (Association for Computing Machinery)
- Vice-president of Ukrainian Union of Managers
- Member of PMI (Project Management Institute)

LANGUAGES:

- Russian – native
- English – fluent
- Ukrainian – fluent

References are available upon request

¹ ISD, SCC and SoftService are a "family" of closely related companies