

SERGEY PAVLOV

TECHNOLOGY EXECUTIVE / CTO / TECHNOLOGY DIRECTOR

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≈ \$20M	100+	7	6
IT budget / year	team members	products	direct reports

PROFESSIONAL PROFILE

Technology executive with 18 years of IT experience, from hands-on software development to leading an engineering organization of 100+ people and a portfolio of 7 products. I shape technology strategy, evolve architecture and engineering processes, and serve as a strategic business partner to the CEO and Board of Directors.

My focus: faster delivery, service reliability and measurable technology efficiency.

MEASURABLE RESULTS

- Accelerated release cycles 3x; reduced Change Failure Rate sixfold — Rostelecom / RTK IT.
- Reduced MTTR by 40% and achieved 99.99% SLA for critical services — Rostelecom / RTK IT.
- Cut IT costs by 65%; supported user-base growth to 2.5M+ — Pravo.ru.

PROFESSIONAL EXPERIENCE

Rostelecom / RTK IT · Moscow Jan 2024 – Present

Director, Software Development

End-to-end development across Backend, Frontend, Systems Analysis, QA, DevOps and PM; 100+ staff, 6 direct reports and 7 products. Joint planning of the IT CapEx/OpEx budget with business stakeholders.

- Defined product and technology strategy; presented strategic initiatives at Board level.
- Accelerated release cycles 3x through CI/CD, test automation and architectural evolution.
- Reduced Change Failure Rate sixfold and MTTR by 40%; achieved 99.99% SLA for critical services.
- Coordinate technical standards and decisions across development, infrastructure, information security and enterprise systems.

FC Otkritie Bank · Moscow Jan 2021 – Jan 2024

Head of Technology

Technical leadership of a distributed 50+ person team covering banking microservices development, architecture, infrastructure and regulatory compliance.

- Initiated and presented to the executive board a roadmap for migrating from a monolith to microservices.
- Optimized infrastructure through cloud technologies and new architectural approaches.
- Introduced security-by-design; advanced engineering practices, recruitment and mentoring.

Chief Technology Officer (CTO)

Accountable for technology strategy, software development, architecture, IT budgets and operations; partnered directly with the company founders.

- Reduced IT CapEx/OpEx by 65% without sacrificing system performance.
- Built an engineering team from scratch to 30+ people; supported audience growth to 2.5M+ users.

Hotel Don Diego · Olbia, Italy

May 2019 – Aug 2020

Software Engineering Team Lead

Led a distributed team and payment and booking system integrations.

- Cut release deployment time from 4 hours to 20 minutes through CI/CD and integration testing.
- Improved system performance 2.5x after modernizing the technology stack.

Mail.Ru Group · Molotok.ru · Parcsis · CS-Cart

Aug 2008 – Dec 2013

Team Lead / Software Engineer

Developed digital products and progressed from engineering roles to team leadership.

CORE COMPETENCIES

Leadership & Delivery — Scaling teams, DORA, CI/CD, engineering culture.

Strategy & IT Economics — Technology roadmaps, CapEx/OpEx, ROI/TCO, time-to-market.

Architecture — Microservices, event-driven systems, Java, Go, Python, Kubernetes, cloud.

Quality & Reliability — SLA/SLO, observability, security-by-design, disaster recovery.

EDUCATION & LANGUAGES

Business Informatics — Moscow Witte University, 2014–2018.

Automated Control Systems — Ulyanovsk Electromechanical College, 2001–2005.

“Content Code” Certificate — Habr, 2026.

Public Speaking Diploma — School of Public Speaking, 2024.

IT Project Management — Bauman Moscow State Technical University Training Center, 2015.

Communication in Scrum Format — Bauman Moscow State Technical University Training Center, 2012.

Languages: — English — C1; Italian — A2.