

Artem Manaienko

Engineering Leader | Engineering Manager | Head / Director / VP Engineering | Platform, Mobile & Applied AI

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Open to remote and European leadership opportunities or hybrid in Bucharest; B2B contract preferred

LEADERSHIP PROFILE

Engineering leader with 14+ years in software development and 9+ years in engineering management, including five years as CTO. Built and led distributed organizations from zero to 30 people across mobile, web, backend, QA and infrastructure/SRE, with responsibility spanning hiring, performance, leadership development, succession, technology strategy, architecture, delivery, reliability, budgets and executive communication.

After ASKfm, moved into an Engineering Manager role at Teladoc Health to build a new platform function inside a global regulated enterprise. Grew the scope from mobile platform into cross-platform application infrastructure spanning iOS, Android, Web, Ruby and QA, leading up to 12 direct reports and supporting roughly eight Product teams.

Combines people and organizational leadership with strong technical breadth across application platforms, developer experience, mobile, backend, cloud infrastructure and applied AI. Recent work includes human-reviewed AI delivery workflows that improved a production integration workflow about threefold and saved around 120 developer-hours per month, plus hands-on ownership of a private Applied AI product.

TARGET LEADERSHIP SCOPE

- Engineering Manager; Senior Engineering Manager; Head of Engineering; Director of Engineering; VP Engineering.
- Head / Director of Application Platform, Developer Experience, Engineering Productivity or Mobile Engineering.
- Applied AI / AI Engineering leadership where strong engineering management, platform thinking and hands-on AI delivery are required.
- Broad product-and-technology leadership roles combining organization design, delivery, architecture, platform strategy and operational ownership.

CORE EXPERTISE

- **Engineering Leadership:** organization design, team building, hiring, onboarding, coaching, performance management, career development, functional leaders, succession planning, distributed and remote teams.
- **Product & Delivery Leadership:** roadmap creation, prioritization, cross-functional execution, Product partnership, dependency management, delivery operating models, release readiness, scope trade-offs, organizational change and risk management.
- **Platform & Developer Experience:** application platforms, internal developer products, Server-Driven UI, design systems, SDKs, shared component and API contracts, contribution governance, CI/CD, release engineering, quality gates, secure distribution and toolchain modernization.
- **Architecture & Systems:** Android, iOS, Web/React, Ruby backend services, Python/FastAPI, API boundaries, modularization, application security, reliability, incident response and high-load platform evolution.
- **Cloud & Infrastructure:** AWS, Docker, Puppet, Jenkins, Kafka, Redis, MySQL/RocksDB, CDN/storage optimization, deployment modernization and infrastructure economics.

- **Applied AI:** structured LLM pipelines, prompt/context engineering, evaluation, deterministic-plus-model workflows, embeddings, semantic/hybrid retrieval, RAG, cited answers, human-in-the-loop systems, staged agent workflows and cost-aware experimentation.
- **Hands-on Technology:** Kotlin, Java, Swift, Objective-C, React, Ruby, Python, FastAPI, PostgreSQL/pgvector, Valkey, OpenAPI, OIDC/JWKS, Jenkins, Fastlane, GitHub, Cursor, GitHub Copilot, Codex, Claude Code and Figma MCP.

PROFESSIONAL EXPERIENCE

Teladoc Health - *Global virtual healthcare platform*

Engineering Manager | Apr 2022 - May 2026 | Remote

- Built an international application-platform function from zero and led up to 12 direct reports across iOS, Android, Web, Ruby and QA as the mandate expanded beyond the original mobile-platform scope.
- Combined people, technical and delivery leadership for much of the first two years without a dedicated Project Manager; created a team-owned roadmap, clarified responsibilities and established a practical operating cadence.
- Developed engineers through progressively broader ownership, targeted coaching and direct feedback, turning less experienced contributors into trusted independent owners while maintaining delivery through repeated reorganizations and staffing changes.
- Led a production-critical Server-Driven UI engine and a roughly 50-component multi-platform UI library used by the core product and several business units.
- Established shared component and API contracts, contribution rules and release governance that became the expected path for new screens across roughly eight Product teams.
- Owned platform roadmap, delivery priorities and cross-team dependencies; translated recurring engineering problems into internal-product initiatives and removed low-value work to protect capacity.
- Owned developer-experience systems across CI/CD, SDK build and publication, PR quality gates, versioning, toolchain upgrades, secure distribution and release governance.
- Led architecture modernization across mobile, Web and Ruby, including modularization, Java-to-Kotlin and Objective-C-to-Swift modernization, Ruby API-core extraction, React/Web integration and platform security.
- Personally implemented a Branch.io-to-AppsFlyer migration and built deployable Web demo environments for QA and Product validation, retaining hands-on involvement in selected platform and delivery work.
- Designed and built a human-in-the-loop AI workspace for specification analysis, cross-platform interface design, triage, implementation validation and review resolution. The workflow improved integration productivity about threefold and saved around 120 developer-hours per month.
- Rolled the AI workflow out through personal use, pilot engineers and paired onboarding; roughly 12 engineers used it daily and about 20 used it during a typical month, while generated work continued through normal PR, test and human-review controls.
- Shared practical AI adoption patterns with the wider company through an internal AI Guild involving other Engineering Managers and Heads of Engineering.

Technologies: Server-Driven UI, design systems, Kotlin, Java, Swift, Objective-C, React, Ruby, Jenkins, Fastlane, GitHub, AppsFlyer, Cursor, GitHub Copilot, Codex, Claude Code, Figma MCP.

ASKfm - *Global Q&A social network used by millions*

Chief Technology Officer | Oct 2016 - Nov 2021 | Remote / Kyiv, Ukraine

- Built and led a distributed engineering organization of up to 30 people across backend, mobile, Web, QA and infrastructure/SRE through functional leads who owned technical direction, people management and team execution.
- Owned technology strategy, architecture, delivery, reliability, infrastructure and annual engineering budget for a global high-load product; worked with the CEO daily and presented strategy, investment proposals and risk/cost decisions to the Board.
- Built and evolved the leadership layer through hiring, promotion, performance decisions, coaching and succession planning. Developed a successor who became Head of Engineering before departure and later CEO.
- Transferred engineering ownership from Latvia to Ukraine, rebuilding the technical organization while preserving critical knowledge, product continuity and a stable operating model.
- Reduced total infrastructure spend from roughly \$80K to \$25K per month while preserving high availability through data-centre, cloud, CDN/storage, deployment and database changes.
- Defined architecture, deployment and code-quality standards across backend, mobile and infrastructure; led migration from legacy VM releases to Docker-based delivery and major work across Ruby services, MySQL/RocksDB, Kafka and Redis.
- Redesigned AWS media and data handling through on-demand image processing, lifecycle controls and CDN changes as part of the broader infrastructure-cost program.
- Owned the technical side of monetization across advertising networks and SDK integrations, waterfall logic and video, native, banner and interstitial formats.
- Led moderation-search modernization plus bot, fraud and abuse response, combining automation, platform controls, full-text/fuzzy search and human operations.
- Shifted delivery from changing date-driven bundles to smaller feature-focused releases with clearer scope, readiness and Product-Engineering trade-offs.
- Coached functional leads in 1:1s, performance feedback, team growth, hiring and execution while keeping accountability clear between leadership roles.

Technologies: AWS, Docker, Puppet, Jenkins, Kafka, Redis, MySQL, RocksDB, Ruby on Rails, Kotlin, Swift, Java.

Together Networks - *International online dating platform*

Android Team Lead | May 2013 - Oct 2016 | Remote / Lviv, Ukraine

- Built and led a five-engineer Android team from zero and created reusable architecture, build and delivery practices.
- Shipped 20+ Android applications and owned team execution across architecture, implementation quality and release delivery.
- Worked across Android platform concerns including Java, Android SDK, Google services and In-App Billing.

Technologies: Java, Android SDK, Google Services, In-App Billing.

Freelance

Android Developer | May 2012 - May 2013 | Remote

- Delivered approximately 40 mobile applications for freelance clients, including casual games and client-server systems.
- Worked independently across the full development lifecycle: architecture, UI/UX, implementation, testing and app-store deployment.

Technologies: Java, Android SDK, Box2D.

CURRENT APPLIED AI PROJECT

Independent Applied AI Product | Personal Project | Jul 2026 - Present

Private, pre-launch project

- Own product definition, PRD, architecture and final acceptance for a private personal-intelligence system; implementation is hands-on and code-agent-assisted.
 - Built a FastAPI/PostgreSQL/Valkey backend with durable jobs, workspace tenancy, OIDC/JWKS boundaries and an HTTP-only PySide6 macOS Admin client.
 - Implemented Telegram and Bluesky ingestion, deterministic hard filters, structured LLM relevance/digest processing, pgvector semantic/hybrid retrieval and cited Ask.
 - Built owner-facing prompt evaluation and staged lead/investigator/builder/reviewer workflows with bounded context, independent review, explicit acceptance criteria and human gates.
 - Added provider-neutral model access, strict structured outputs, bounded retries, per-operation token/cost records and fail-closed degraded modes.
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Technologies: Python, FastAPI, PostgreSQL/pgvector, Valkey, PySide6, OpenAPI, OIDC/JWKS, structured LLM outputs.

EDUCATION & LANGUAGES

Donbass State Engineering Academy | Master's Degree in Electrical and Electronics Engineering | 2004 - 2009

Languages: English - professional working proficiency; Ukrainian and Russian - fluent.