OLEKSANDR BAVYKIN

QA Architect | Technology Manager

PROFILE

A highly disciplined and responsible professional with strong communication skills and a consistent focus on growth and excellence. Known for being a reliable team player with a non-confrontational approach, I bring punctuality, adaptability, and a fast learning curve to every project. Technically, I possess excellent analytical thinking, a solid foundation in software development, and the ability to design effective algorithms and solutions. My combination of soft skills and technical expertise allows me to contribute meaningfully to both collaborative teams and complex engineering challenges.

CONTACT

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REFERENCE

Available upon request

EDUCATION

National Technical University of Ukraine
"Igor Sikorsky Kyiv Polytechnic Institute", Kyiv, Ukraine
10.2024 – Present (expected 2028)
Ph.D. Candidate
[It's okay to brag about your GPA, awards, and honors. Feel free to summarize your coursework too.]

International Solomon University, Kyiv, Ukraine
09.2000 – 07.2005
Master's degree in Computer Science (with honors)
[It's okay to brag about your GPA, awards, and honors. Feel free to summarize your coursework too.]

WORK EXPERIENCE

GlobalLogic Ukraine

10.2021–Present QA Technology Manager

As a Technology Manager for QA Track, I serve as the key point of contact for strategic resourcing and capability development within the entrusted technology at the site level. I standardize and lead the evaluation process for both internal promotions and external hiring, design interview frameworks, and manage a pool of trusted interviewers. I drive predictive hiring initiatives through talent programs and am responsible for selecting and training Mentors and Evangelists to strengthen the technology community. I provide expert advisory on QA technology stacks to support both individual career development and project delivery needs. Additionally, I analyze business demand forecasts and lead the development of new competencies within the QA domain to align with future growth and delivery potential.

01.2018–Present Test Architect

As a Test Architect, I oversee QA teams across multiple delivery projects, acting as a strategic lead and key knowledge holder. I serve as the primary liaison between engineering teams in Ukraine and senior stakeholders on the customer side in the USA, ensuring alignment on quality strategy and delivery expectations. I drive the long-term QA vision for these projects, advise on complex tooling and process setups, and support other teams in resolving critical quality challenges. Additionally, I am an active Trusted Interviewer, conducting 100–150

interviews annually, and have been recognized with the Top Trusted Interviewer award for 2022, 2023, and 2024.

03.2011–01.2018 Lead QA Engineer & SDET
As a Lead QA Engineer & SDET, I simultaneously managed up to four QA teams while remaining hands-on with test execution and automation. I was responsible for developing and maintaining project-level test frameworks, overseeing QA planning, and ensuring overall product quality. I regularly reported to the QA Manager and the customer, identified risks within the testing process, and led mitigation efforts to improve efficiency and reliability across teams.

06.2009–03.2011 Senior Manual QA & SDET
As a Senior Manual QA & SDET, I owned several feature areas across multiple projects, performing both regression and feature testing. I maintained and expanded the regression test suite, created new test cases for evolving functionality, and investigated customer issues, often providing non-code workarounds or usage guidance. During this time, I also developed my first test automation framework for a web-based client application, laying the foundation for future automation efforts within the project.

08.2007–06.2009 Middle QA Engineer
As a Middle QA Engineer, I was part of an offshore team supporting a large-scale enterprise project. I was primarily responsible for executing an extensive test suite of ~2000 test cases, validating functionality across multiple application areas. My role included test result analysis, defect reporting and verification, and close collaboration with onshore developers and analysts to clarify requirements and ensure test coverage. I also contributed to test case maintenance and process improvements within the QA team.

ABBYY Ukraine
08.2005–07.2007 Developer, 1C
As a Software Developer at ABBYY Ukraine, I contributed to the development of 1C:Enterprise, a market-leading ERP platform widely used across Eastern Europe and the CIS region. While not well known in Western markets, 1C:Enterprise powers business operations for tens of thousands of organizations, offering integrated modules for accounting, CRM, inventory, document management, and more. My responsibilities included core feature development, system enhancements, and integration tasks within the 8.x platform, providing hands-on experience in enterprise-grade software solutions.

Verhovna Rada Of Ukraine & Political Party "Third Force"
01.2005–07.2005 System Administrator

JSC «Galakton»
03.2003–12.2004 Software Engineer

SKILLS

Quality Management Quality Architecture People Development QA Process Development Quality Audit Java Selenium Git Docker K8S SQL JMeter Junit TestNG RestAssured XML JSON API Testing REST Jira Postman Functional/Non-Functional Performance ETL/ELT Playwright

Showcases

2025

Project Recovery and Process Stabilization for High-Risk Client Engagement
Assigned to a critical delivery project that was at risk due to the failure of a previous QA transition, I was brought in as an experienced QA Consultant to help stabilize operations and restore customer confidence. The customer had expressed dissatisfaction after two previous QA resources left the company during or shortly after the knowledge transfer phase, leading to a red status on the transition and accusations of contract non-fulfillment.
Upon joining, I was tasked with rapidly turning around the QA performance and project perception. My objectives included onboarding and mentoring a newly hired QA specialist, supporting another QA who had been on the team for eight months, and conducting a comprehensive audit of the project's QA practices. Through this audit, I identified serious deficiencies in the software testing life cycle (STLC), such as the absence of a formal test plan, lack of impact analysis, and reliance on unstructured ad-hoc testing.
I developed and initiated a detailed mitigation plan, introduced essential QA process improvements, and ensured that corrective actions were clearly defined, tracked, and resolved. Within one month, the customer provided positive feedback, noting significant improvement in the performance of both QA engineers. The project's status was upgraded, and confidence in the QA team was restored.
Additionally, the project relied on an outdated and complex automation suite built with AscentialTest—an uncommon and poorly supported test automation tool. I led the initial assessment of the suite and am currently driving efforts to redesign and replace it with a modern, maintainable, and stable automation framework, aligned with current best practices.

Mainframe-to-Linux Migration Strategy and Proof-of-Concept for Legacy OSS Telecom Systems
I was part of a specialized sub-team tasked with designing a migration strategy for a suite of legacy OSS (Operations Support System) telecom products. These mission-critical systems, used by telecom providers to manage and deliver services cost-effectively, were originally built to run on IBM Mainframes under the z/OS operating system within the IMS execution environment. The solution was deeply hardware-dependent and implemented in a combination of legacy languages such as Assembler, COBOL, and C, with architectural patterns rooted in historical constraints.
The client aimed to migrate these systems to a Linux-based platform to reduce operational costs and improve long-term maintainability. However, previous attempts—four in total—had failed due to the complexity of the systems, the lack of modularity, and tight coupling with mainframe hardware and processing models.
Our team was charged with developing a **feasible migration pathway** and producing a **proof of concept** to demonstrate its viability. This required an in-depth reverse engineering of platform dependencies, identification of modern technology analogs, and proposing architecture transformation steps that preserved core business logic while enabling a platform shift. Our proposed solution, along with a practical POC outline, was presented to the customer's executive leadership. The proposal was accepted, and the client approved funding for the implementation of the proof of concept—marking a major milestone in a transformation initiative previously considered unattainable.

2023 - 2024

Global Rollout and Leadership of the Trusted Interviewers (TI) Program for QA Track
As the Technology Manager for the QA track at the country level, I led the expansion of the **Trusted Interviewers (TI) Program** across the EMEA region, the UK & Ireland, and the USA. Originally co-founded by a small group including myself, the program was created to formalize the company's technical interview process, define consistent evaluation criteria, and establish a reliable baseline for candidate assessment across geographies. The initiative has since become a cornerstone of both external hiring and internal promotion evaluation, contributing to greater objectivity, fairness, and efficiency in talent decisions.
I was directly responsible for defining the core set of technologies, competencies, and knowledge areas required for QA Trusted Interviewers. I authored and implemented the **TI Evaluation Feedback Form**, which is now used company-wide to ensure a structured and uniform approach to candidate assessment in QA interviews. In parallel, I actively manage and mentor a distributed community of Trusted Interviewers, keeping them engaged and aligned with best practices. Feedback from hiring managers and stakeholders across all participating locations has consistently ranked the program — and its contributors — among the most effective talent initiatives in the organization.
In addition to managing the program, I remain one of its most active participants. I developed and apply a **personalized interviewing methodology**, designed to allow candidates to fully showcase their skills and thinking process, while enabling me to conduct a deep and structured evaluation of both technical and behavioral competencies. This approach has earned me top-tier feedback from both candidates and colleagues and contributes meaningfully to the overall quality and reliability of our hiring process.

2020

Legacy System Migration and End-to-End QA Strategy Ownership for High-Risk ETL-Based Product

I was a core member of the team responsible for the successful transition and complete reimplementation of a critical legacy system built on top of the now end-of-life ETL tool, **Sagent** from Pitney Bowes Software. This tool formed the backbone of the application, and due to architectural constraints, no alternative ETL solution could be used. The decision was made to rewrite the entire system from scratch, despite the absence of current or detailed functional specifications. The only guiding requirement from the customer was: "the new system must behave exactly like the old one."

The project spanned two years and involved a cross-functional team of over 20 people. Within this initiative, I played a pivotal role as one of the few team members with prior experience in the legacy product. I was responsible for defining and executing the **overall test strategy**, driving the discovery and reverse engineering of critical functionalities, and ensuring nothing was lost in translation during the rewrite process.

Key risks included the complete absence of documentation, the inherent complexity of the legacy product, the unfamiliarity of the development team with the original system, and a strict General Availability (GA) date. Effective mitigation of these risks required highly precise planning, which we executed from the outset. I was accountable for the **redesign of the entire QA infrastructure**, including the test framework, test case repository, and test documentation — all of which were rebuilt to support the new product architecture.

Through meticulous functional discovery, close collaboration with developers, and carefully orchestrated QA processes, we ensured that the new system mirrored the legacy application in every essential aspect. The migration was successfully completed and released on schedule. The product has been running in production without major issues since 2020, marking this project as a significant success in high-risk system modernization.