

Artem Manaienko

Software Engineering Leader | Applied AI

Location: Bucharest, Romania

LinkedIn: [linkedin.com/in/artem-manaienko](https://www.linkedin.com/in/artem-manaienko) | **Website:** manaienko.com

Professional Summary

Product-minded and hands-on engineering leader with **14+** years in software development and **9+** years in leadership, experienced in leading international distributed teams. Led engineering organizations of up to **30** people and built teams from scratch, with a strong focus on ownership, mentoring and developing independent engineers. I proactively balance product delivery with long-term technical investments.

I drive **measurable** engineering improvements through **practical** AI adoption and automation. I also build GenAI workflows myself, including RAG pipelines and evals, for engineering, product and operations.

Experience

Teladoc Health - *US-based healthcare product and platform.*

Engineering Manager | Apr 2022 - May 2026 | Remote

- Built and led an international and remote-first engineering team from scratch, scaling to 12 direct reports across Backend, Web, and Mobile.
 - Fostered a culture of **ownership** and **autonomy**, coaching engineers to become confident decision-makers and take end-to-end responsibility for delivery.
 - Partnered with both engineering and non-technical stakeholders to balance engineering capacity between business priorities and technical investments
 - Led development of a server-driven UI platform and shared design system, accelerating feature delivery. Integrated and maintained **over 150** legacy and modern UI components.
 - Led Platform/DevEx initiatives across CI/CD, SDK distribution and quality gates, accelerating mobile releases by **~40%** while maintaining **>99.9%** crash-free sessions.
 - Drove practical AI adoption across Engineering, Product and Operations, introducing AI-assisted development and automation workflows that accelerated a cycle time by **up to 3 times**.
 - Led the decomposition of monolithic applications into domain-specific libraries and services
 - Hands-on contribution to production code, leading technical design and reviewing critical changes.
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ASKfm - *Global Q&A social network*

Chief Technology Officer | Oct 2016 - Nov 2021 | Remote

- Led an international distributed engineering team of up to 30 engineers across multiple platforms through functional Team Leads.
- Owned engineering organization design, hiring, performance management and budget planning across multiple teams. Mentored and developed engineers into Senior and Team Lead roles, growing technical leadership from within the organization.
- Maintained 99.99% availability for a large-scale distributed system serving up to 10M MAU across AWS and dedicated data centers.
- Shifted delivery process from date-driven bundles to smaller feature-focused releases with clearer scope, readiness and Product/Engineering trade-offs.
- Reduced monthly infrastructure spend by 55% through optimizing contracts, cloud usage, deployment, database changes and historical data retention.
- Defined and presented technology strategy, investment proposals and risk trade-offs to the Board, aligning engineering priorities with business goals.
- Enhanced content moderation mechanisms by extending FTS capabilities, integrating 3rd-party content analysis and early language-model experiments for content tagging

Together Networks - *Casual dating products*

Mobile Developer to Team Lead | May 2012 - Oct 2016 | Remote / Hybrid

- Joined as a developer and progressed quickly to a Team Lead role
 - Designed and implemented a reusable architecture, allowing to compose new applications fast, using a UI factory of different blocks for diverse “look-and-feel” between different products
 - Worked closely with a product team to suggest the fastest way to achieve business goals
 - Invented a performance evaluation matrix and then spread it with HR team across the company
 - Fractionally mentored other mobile teams in the corporation for security and technology areas.
 - Shipped 20+ profitable dating applications with total installs amount ~350K
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Projects

nadili.eu - *EU immigration smart assistant*

Independent AI product development | Jul 2026 - Present

- Built and operated **nadili.eu** solo, covering product definition, development, infrastructure, deployment, on-call, email management and AI workflow automation.
- Designed a product-specific agent harness with reusable skills, project context, rules, boundaries, architectural constraints and release cycle requirements.
- Built source ingestion, structured LLM processing, evals, hybrid retrieval, cited answers.
- Automated delivery with CI/CD pipelines, guardrails and quality gates.

Core Expertise

Architecture & Delivery: Distributed Systems, High-Traffic Platforms, Cloud and DC Architecture

Engineering Leadership: Team Building, Hiring, Mentoring, Performance Reviews, Organization Design, Budgeting, Distributed Teams

Applied AI: RAG, Evals, Agent Workflows, AI-Assisted SDLC, Workflow Automation

Engineering Productivity: CI/CD, DevEx, Test Automation,, AI-Assisted Development

Technologies: AWS, Docker, Kafka, Redis, MySQL, RocksDB, Jenkins, Kotlin, Swift, Java, Ruby, Python, FastAPI, PostgreSQL/pgvector, Valkey, React, Next.js, TypeScript, OpenAI API, Codex, Claude Code, Promptfoo, evals, data pipelines, RAG, LangChain

Languages

English - Professional working proficiency

Ukrainian/Russian - Native

Education

Donbass State Machinebuilding Academy, Ukraine

Master's Degree in Electrical and Electronics Engineering | **2004 - 2009**