

Ruslan Muradov

Head of Software Engineering · Engineering Leader

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Engineering leader with 10+ years in software. I lead the engineering organisation of Bir ecosystem — Kapital Bank's digital business — 100+ people (developers, QA engineers and analysts) organised around three product tribes, owning hiring, capability development and engineering practices and standards. Promoted from Director of QA CoE after building the bank's quality organisation from scratch: company-wide Quality Gates and Zero Bug Policy cut critical production incidents by 50%+, test automation scaled from 0% to 40% of the core regression suite. Previously built and scaled engineering quality at SberDevices, RoboFinance, VK and Yandex.

EXPERIENCE

Head of Software Engineering — Bir ecosystem

Apr 2026 — Present · Baku

Kapital Bank's digital business · 100+ person engineering organisation

- Lead the engineering organisation: developers, QA engineers and analysts across three product tribes.
- Own hiring, capability development, engineering practices and standards; delivery is owned by the tribes.
- Engineering standards, practices and quality gates operated as a company-wide system.
- Chapter model: growing chapter leads as multipliers of engineering capability.
- Capability programmes — Tech Mastery: 40+ engineers trained and certified.

Director of QA CoE — Bir ecosystem

Jul 2024 — Apr 2026 · Baku

100+ person QA department: QA Chapter Leads, SDET, Load Engineers, QA Engineers

- Built a QA organisation and Quality Center of Excellence from scratch — structure, roles, governance model and scalable operating processes across a multi-product ecosystem.
- Designed a QA centralisation model (Strong / Mild / Weak CoE) separating central CoE and product-team responsibilities.
- Introduced company-wide Quality Gates and Zero Bug Policy — critical production incidents down 50%+, quality turned into an executive-level metric.
- Scaled test automation from 0% to 40% of the core regression suite, cutting average regression time.
- Established SDET and Performance Testing teams with standardised playbooks for high-load systems.
- Defined 10+ quality and efficiency metrics enabling data-driven reporting (Tableau, Jira).
- Developed a 2-year QA strategy with full budget ownership; KPI and OKR frameworks aligned with business goals.

QA Team Lead — SberDevices

Jul 2023 — Jul 2024 · Moscow

- Reduced the Zero Bug Policy backlog by 86% — historically the best result for the company's highest-load team.
- Grew the number of engineers writing automated tests from 6 to 9 (1.5x) with no loss of time-to-market or quality.
- Improved quality of external products by integrating QA processes that had not existed before.
- Built the testing process from scratch in one of the teams; introduced shift-left testing.

Head of QA — RoboFinance (UnaBank, Philippines)

Mar 2022 — Jul 2023 · Remote

- Managed 12 people (3 automation + 9 manual) across 6 teams in a greenfield digital bank.
- Drove test automation to 70% coverage of the main services (Java + RestAssured).
- Implemented load testing practice (JMeter + Grafana); authored the test strategy and test plans.

QA Lead — VK (CityMobil)

Apr 2021 — Mar 2022 · Moscow

- Achieved ~60% API coverage with a Kotlin automation framework built from scratch.
- Load testing (Vegeta, GHZ) surfaced the bottlenecks whose fixes increased service throughput by 35%.
- Built the QA team from scratch; coached engineers from junior to mid level; spoke at internal conferences.

SDET — Yandex

Apr 2020 — Apr 2021 · Remote

Partner Code — advertising display platform

- Implemented the automated testing process and integrated it into Agile delivery.
- Introduced developer-written YAML cases and autotests — ~40% faster scenario creation.
- Reduced defect count by 25% via Zero Bug Policy; rolled out Hermione.js visual regression.

QA Lead — BORK & TechnoPark

Jan 2017 — Apr 2020 · Moscow

- Built the QA function from scratch; hired and grew the team to 6 engineers; mentored 6 from junior to mid/senior.
- ~90% automation coverage for BORK and ~50% for TechnoPark (Codeception, Selenium, Allure).
- Embedded the testing process into two-week Scrum delivery.

QA Engineer — Technoserv (SberTech projects)

Feb 2016 — Jan 2017 · Remote

- Manual QA of SberTech banking platforms: test scenarios, defects, checklists and reports (SeleniumIDE, HP ALM, Jira).

ADVISORY & PART-TIME

QA Course Developer, Mentor & Expert — Skillbox · Sep 2022 — Aug 2025 · Improved and extended testing courses, developed and supervised a new QA course, trained students, ran the IT experts club, spoke at conferences and wrote articles for the brand.

QA Automation Consultant — Hedera Governing Council · 2020 — 2022 · Launched the JavaScript/Cypress automation programme and regression suites guarding consensus-layer services.

Frontend Engineer — BORK · Apr 2019 — Feb 2020 · In parallel with the QA Lead role: the new BORK website, Technopark landing pages and the holding's StoryBook.

Frontend Engineer — Dyson · 2019 — 2020 · Part-time project: responsive UI across Dyson's global storefronts, React and Vue component libraries, web-vitals tuning.

CORE COMPETENCIES

Expert: People leadership & talent growth · Organisational design at scale · Quality engineering & standards

Advanced: Execution & delivery governance · Data-driven management · Technical strategy & budget ownership

EDUCATION & LANGUAGES

B.Sc. in Computer Science — Synergy University, Moscow
Associate Degree in Economics — Moscow Automobile & Road College

English · Russian (native) · Azerbaijani · Turkish

PUBLICATIONS & SPEAKING

Medium: AI in Software Development — Where the Real Speedup Is, and Where It's Self-Deception (2026). HackerNoon: gRPC testing · load testing high-load services · API testing · testing levels · QA in Scrum · testing types · Cypress automation (2022–2023). Skillbox.ru & Tproger.ru (RU). Video interview on a QA career — Hexlet.io. Talks: Zero Bug Policy (Tech Guild), Skillbox conferences and masterclasses.