

Denys Kondratenko



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<https://github.com/denisok>

Summary

I am someone who proactively solves complex issues (technical, organizational, and leadership), build awesome technical teams, and has a passion for technology.

In the course of my career path, I had the pleasure of hiring and work with very talented engineers and build teams of them to build products and solve issues in a number of technological domains and industries:

- * automation systems
- * industrial machine manufacturers
- * embedded
- * telecoms
- * high-performance computing
- * distributed file system
- * cloud
- * distributed storage
- * monitoring
- * DBaaS

Saying that I still very much like to contribute to technology by writing code and creating solutions so I could better lead the technical team.

So yeah, I am an Engineering Manager with a big emphasis on "Engineering" everything effectively: code, processes, and teams.

As a person, I welcome positive challenges and changes and am not afraid of negative ones. I like sports and tried many different one's over the course of my life, currently enjoying CrossFit, running, swimming, and bouldering. My hobby over my life is traveling and especially hiking.

I am married and have awesome twins :)

Specialties: leadership, engineering, distributed (everything), high performance (anything)

Technologies: HPC, Lustre, Cloud, Ceph, Kubernetes, Storage, Embedded, Kernel

Management: Agile methodologies (Kanban, Scrum, Scaled Agile), TSP/PSP, Holacracy, Empowered Teams.

Languages: Russian native, Ukrainian native, English fluent, German B1.

<https://github.com/denisok>

Experience



Director of Software Engineering

Percona

Feb 2021 - Present (2 years 4 months)

Processes

- Empowered Teams
- Development Process

- shifted many development processes to the GitHub
- Release Management
- organizing cross-teams
- OKRs
- building transparency between management and teams
- budget plannings

Hiring and teams building

- coaching soft skills, coaching in technology, coaching by example
- hired many people, reviewed tons of VS, improved hiring process, onboarding/offboarding
- rebuilding and re-structuring teams
- performance reviews, talent reviews
- individual development plans, growth plans
- compensation adjustments, promotions
- career progression process

Development

- Monitoring domain: Grafana, VictoriaMetrics, Prometheus.
- Kubernetes domain: DBaaS product
- ~ switched to best practices: OLM, OLM catalog
- ~ developed new architecture together with a team
- ~ investigated control planes: Crossplane, AWS ACK, Cluster API
- ~ investigated service binding for DBs: <https://servicebinding.io/>
- ~ fixing CSI hostpath driver in Minikube
- Created new artifacts: Helm chart, podman, Fedora CoreOS VM
- Worked on High Availability (Pacemaker), distributed architecture (Nomad)
- Designs, Code review, Bugfixes, coding

Community

- Advocating for and participating in open-source development
- Created a community plan and fully executed it over the years
- ~ team and community meetings, reviews
- ~ guidelines, templates, process
- ~ labels, hacktobefests
- Boosted mongodb_exporter community
- ~ cleanup, re-org, boost
- Conferences (OSMC, openSUSE, Roadshow FRA)
- Blogs: https://percona.community/authors/denys_kondratenko/



Engineering Manager SUSE Enterprise Storage

SUSE

Apr 2016 - Feb 2021 (4 years 11 months)

Coaching, Growing, Managing people and teams, participating in development for these technological areas:

- Ceph
- ~ Ceph core technology

- ~ gateways for Ceph - RGW, iSCSI, NFS, SMB
- ~ working with customers on critical escalations
- ~ log analyze tool based on Elasticsearch, Logstash and Kibana (ELK)
- Configuration management
- ~ Salt based deployment tool for the Ceph (DeepSea)
- Kubernetes and Containers
- ~ building containers for the Ceph, Rook, Ceph CSI
- ~ driving technology preview for Ceph on k8s with Rook
- DevOps
- ~ inventing and building new CI/CD team from scratch
- ~ integrating with QA and QAM for better efficiency
- ~ CI/CD system for the Storage product
- ~ integrating different tools and services into one CI pipeline
- # github, Open Build Service (OBS), Jenkins, OVH, internal Openstack Cloud, HW
- ~ Cloud, Teuthology for Ceph automation testing
- ~ deployments automation for the Ceph HW clusters
- ~ HW, building, managing HW for Storage in Nuremberg and Prague locations
- ~ Open Build Service (OBS)
- # new container, cloud, and other images for DevOps
- # submitting, creating and supporting packages upstream and downstream
- ~ Vagrant development environment for the engineers
- ~ performance results DB based on ELK

Engaging people and participating in open source development

- ~ Ceph: core, gateways, Teuthology and etc
- ~ openSUSE: Ceph project, containers and Rook
- ~ participating and speaking at FOSSDEM, OpenSUSE conference, Ceph Day

Processes and teams:

- process development for the product and squads
- from waterfall to Agile processes
- Scrum/Agile master for the squad
- 24/7 R&D support program
- eventually Release management duties

Hiring and team maintaining

- performance reviews
- salary reviews
- hired 9 highly qualified engineers
- tons of interviews
- managing local and remote people
- coaching and mentoring the team members



Lustre Sustaining Manager

Seagate Technology

Feb 2014 - Nov 2015 (1 year 10 months)

HPC, Storage, Cloud, DevOps, Lean

Customer interaction

- * holding management and technical meetings with end customers
- * developing process and tools for end customer interaction
- * working with leading HPC customers: Cray, Shell, HP and etc

New products and deployments challenges :

- * acceptance testing issues on big scale
- * unclear and late acceptance criteria
- * largest HPCs and storages: NCSA, DKRZ, ECMWF, UK MET and etc

Process development

- * Lean and Agile based processes
- * Kanban as Sustaining process for legacy products
- * Continuous Integration (CI)
- * Continuous Delivery (CD)
- * Automation: tools, testing, workflow

Quality management

- * metrics
- * automation
- * code analyze
- * bug prone code metrics, complexity and etc for bug prediction

Team support

- * technical support
- * building communication
- * cross team communication
- * education
- * team development

Release planning

- * release planning
- * release strategies
- * System Updates/Hotfixes mastering

Open source project

- * interacting with open source communities
- * metrics
- * quality control

DevOps

- * all mentioned above

Tools used for management and DevOps:

- * python
- * d3js
- * erlang
- * bash
- * Gerrit
- * Jenkins

- * Jira
- * custom Test Result DB

Software Sustaining Lead Engineer

Xyratex

Nov 2011 - Mar 2014 (2 years 5 months)

Working with teams with PSP/TSP process and Kanban process.



Engineer

Massive Solutions Limited

Nov 2010 - Nov 2011 (1 year 1 month)

Design and developing high performance applications

Environment

- * AMD64 architecture, supercomputers

Technologies

- * Linux, HPC, Clusters.

Responsibilities:

- * Design and developing high performance application for monitoring data aggregation
- * Design and developing high performance message bus
- * Test bench for new features

New experience: HPC, Linux kernel, Python.

Project status: On going

Engineering Group Leader

Mindspeed Technologies

Nov 2006 - Nov 2010 (4 years 1 month)

Project: Telecommunication SoC embedded project

Release planning, scheduling, maintaining. Release process building.

Task management, explanation of processes, team workload balancing. Tracking team's statistics, evaluation of engineers.

Technical skills team support, trainings for newcomers, newcomer's technical support, customer support (coredump, trace and log analysis).

Reverse engineering. Building architecture of FW.

Strong knowledge in VoP and TDM technologies. Good understanding of Softswitch and PBX.

Experience in fixing and development for: conferencing, TDM driver, host interface driver, Call Progress Tones, dtmf relay, CID and etc.

Knowledge of networking from link layer up (TCP/IP, UDP, RTP)

New feature development, bugfixing. These areas were improved (or designed):

Conferencing, Ethernet driver (PPPoE, VLAN, packet processing, low level driver), Packet processing, TDM processing, Announcement server, DTMF relay, Caller ID, MIPS calculation and etc.

My results: New experience: ARM v6 (ARM1136), VoIP, VoATM, TDM and etc.

infopulse

Senior MTS Engineer

Infopulse

Nov 2005 - Nov 2006 (1 year 1 month)

Project: Telecommunication SoC embedded project

New feature development, bugfixing. These areas were improved (or designed):

Conferencing

Ethernet driver (PPPoE, VLAN, packet processing, low level driver)

Packet processing, TDM processing

Announcement server

DTMF relay, Caller ID

MIPS calculation and etc.

My results: New experience: ARM920, VoIP, VoATM, TDM, and many other VoP technologies.



Senior Engineer

PicPro

May 2004 - Nov 2005 (1 year 7 months)

Design and development of embedded software

Design and development of firmware

Design of telecommunication equipment (PBX, multiplexer)



Senior Engineer

PolyPack

May 2000 - Nov 2004 (4 years 7 months)

Automation equipments service

Design and development of automation systems

Design and development of GUI-interfaces for automation systems

Design and development of embedded software for automation systems

Design and development of database applications

Education



East Ukraine Volodymyr Dahl National University

advanced, the Flexible computerized systems and a robotics

2000 - 2004



Lugansk industrially-economic college of East-Ukraine National University

bachelor's, Programming of computer systems and the automated systems

1996 - 2000

Skills

Embedded Systems • Linux • Embedded Software • Programming • ARM • Debugging • TCP/IP •
Multithreading • Software Design • System Architecture