

Glushonkov Vadim

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Reside in: Moscow
Citizenship: Russia, work permit at: Russia
Ready to relocate, ready for rare business trips

Desired position and salary

QA Lead / AQA / AI (en)

Specializations:
— Tester
Employment type: full time
Work format: at the employer's location, remote
Desired travel time to work: less than hour

Work experience — 19 years

July 2025 — December 2025
6 months

Fintech

Financial Sector
• Financial and Credit Brokering (Stock Exchange, Brokerage Activity, Card Issuing and Servicing, Risk Assessment, Currency Exchange Points, Crediting Agencies, Cash Collectors, Pawnshop, Payment Systems)

QA AI Consulting

Summary: Implementing AI agents into testing processes. Engaging with a product that has no QA process: auditing the product and current development flow, rebuilding testing processes for work with AI agents, assembling and handing over an agent system that takes on the main QA workload.

Result: A multi-agent system covering the full feature testing cycle (task analysis, API and UI verification, autotest writing, test case in TMS, report) in 15–30 minutes. Regression is covered by API autotests that the agent writes along the way: every task passed through the system expands coverage. QA headcount reduced to one half-time tester, release cycle accelerated.

Product: an early-stage fintech platform with no testing in place. Brought to release and profitability.

Consulting and processes:
- On-entry audit of the product, codebase, and development processes; identifying risk zones and areas for automation
- Rebuilding the release cycle and development flow around AI agents: quality gates, task format, acceptance criteria, artifact exchange protocol
- Preparing and handing over regulations, instructions, CLAUDE.md, and agent prompts so the team can keep using the system without me
- Training the team on Claude Code, Cursor, MCP, prompt and context engineering for self-reviewing their own tasks

Automa

and AI:
- Technologies: Java, RestAssured, Docker, Gitlab CI, Swagger and OpenAPI, Qase, n8n
- AI stack: Claude Code, Claude Agent SDK, Anthropic API, OpenAI API, MCP, Cursor
- Designed and built a multi-agent QA department on Claude Code that carries the main testing workload: manager + webtester + apitester + aqa, which writes API autotests from real runs and

accumulates coverage task by task + testrunner, which runs tests locally and analyzes product logs
- Inter-agent interaction architecture: file-based bus over markdown, parallel execution, discoveries protocol for real-time exchange of findings, completion flags
- API test automation with auto-generation of models from OpenAPI and agent-written tests based on manual runs
- n8n plus AI for end-to-end automation: daily report collection, webhook integrations with Telegram, AI-generated test-run reports, and more
- Context engineering: CLAUDE.md, memory system, skills and commands so agents stay within the process without manual supervision
- Agent eval: self-testing of testing agents, self-learning by observing their own mistakes

February 2025 — July 2025
6 months

Usedesk

Moscow

IT, System Integration, Internet

- Software Development
- System Integration, Technological and Business Processes Automation, IT Consulting

Business Services

- Call Centers, Operations Control Services
- Travel Logistics and Booking Services

QA Lead

Summary: Building and managing a team of up to 10 people, competency screening, metric setup, development plans.

Result: Task return rates improved 2x through metric analysis, department capacity increased by 25%.

Test Management:

- Management, mentoring of up to 10 employees, load distribution and forecasting, task estimation.
- Performance Reviews, promotions, employee development plans, competency matrix, conducting 1-on-1s and other meetings.
- Launching initiatives for process improvements: releases, development.
- Collecting and analyzing development and testing metrics with AI implementation.
- Developing test strategies, regulations, on-call duties.

Automation:

- Technologies: PyTest, Swagger, Gitlab, Allure.
- Tuning the code review and approval process.
- Implementation of Swagger and automatic generation and validation of API models for writing API tests.

May 2022 — February 2025
2 years 10 months

Velox

velox.ug

IT, System Integration, Internet

- Internet Company (Search Engines, Payment Systems, Social Networks, Information and Educational, Entertainment Resources, Website Promotion etc.)

Lead QA

Summary
- Proven ability to build and lead QA teams of up to 10 people, establish all QA processes from scratch (and fine-tune related processes), including Java test automation.

Key Achievements
- Successfully launched a profitable payment solution with no critical issues, generating revenue from

day one.
- Achieved 80% API test automation coverage.
- Reduced regression testing time on one project from 2 days to 10 minutes.

Products
- Payment processing for international transfers, payment solution for phone number transfers via the Central Bank.

Test Management Expertise
- Team Leadership: Built and managed a QA department, mentored up to 10 employees across 4 teams.
- Talent Management: Conducted performance reviews, managed promotions, interviewed candidates, and developed employee growth plans.
- Best Practices: Fostered knowledge sharing between teams and implemented industry best practices.
- Process Ownership: Launched and coordinated QA processes and strategies across all company projects.
- Process Improvement: Audited existing processes and integrated QA tools and processes into ongoing development and deployment workflows.
- Recruitment & Development: Sourced, hired, onboarded, and developed testing engineers.
- Metrics & Analysis: Collected and analyzed development and testing metrics.
- DevOps Collaboration: Implemented monitoring, alerting, and other practices in collaboration with DevOps.
- Documentation: Developed checklists, test plans, and other essential documentation.

Automation Expertise
- Technologies: Maven, Java, RestAssured, GIT, Docker, Swagger, GitLab, AWS, Allure TestOps, Qase.
- API Automation: Automated REST API testing (RestAssured) for microservices and built a robust automation framework.
- Swagger Integration: Integrated Swagger for automatic generation and validation of API models and auto-generation of tests.
- CI/CD Integration: Integrated test runs into CI pipelines and reported results to Allure TestOps.
- Documentation: Developed checklists and test plans for automation efforts.

September 2020 — May 2022
1 year 9 months

MTS

Russia, www.mts.ru

IT, System Integration, Internet

- Internet Service Provider
- Internet Company (Search Engines, Payment Systems, Social Networks, Information and Educational, Entertainment Resources, Website Promotion etc.)
- Software Development
- System Integration, Technological and Business Processes Automation, IT Consulting

Telecommunications, Communications

- Mobile Communications

Lead QA

Keywords: Fintech, Gradle, Kotlin, RestAssured, Appium, GIT, Docker, Swagger, Gitlab, Kafka, SQL

Product: NUUM - mobile phone app for virtual bank card issuing with internal game items marketplace

Leading activities:
- Adding QA practice to the development cycle
- Developing QA processes for all products: backend, web apps, mobile app releases
- New QA operations and tools integration
- Hiring QA Engineers, onboarding and training

Automation:
- REST API automation (restassured) for several project microservices
- Swagger integration and APIs models automatic validation
- UI E2E Android scenarios automation (Appium + Jupiter)
- Test plan \ Checklist development

November 2019 — September 2020
11 months

Alfa-Bank

Moscow, www.alfabank.ru

Financial Sector

- Banking

QA Automation Java

Keywords: Java, Gradle, GIT (Bitbucket), Docker, Swagger, Jenkins, JIRA, Confluence, Zephyr, RestAssured, Cucumber

Working on customer's site (one of the biggest banks in Russia) on a new project for bank departments workers.

Automation:
- REST API automation (restassured + cucumber) for several project microservices: module, integration, acceptance tests.
- Swagger integration and APIs models automatic validation
- UI E2E scenarios automation (selenium + cucumber)
- Test plan development with Zephyr for Jira, coverage metrics, other test documentation
- QA tests implementation into deployment pipelines for different environments
- Isolated module development and publishing to bank's artifactory for company-wide QAs usage

June 2018 — October 2019
1 year 5 months

PlasmaBank

Moscow, plasmapay.com/

IT, System Integration, Internet

- Internet Company (Search Engines, Payment Systems, Social Networks, Information and Educational, Entertainment Resources, Website Promotion etc.)

QA Lead / Automation

Keywords: Blockchain, JS, Mocha, Chai, Puppeteer, GIT, Docker, Swagger, Gitlab, JIRA, Confluence

Leading activities:
- Adding QA practice to the development cycle
- Developing QA processes for all products: backend, web apps, mobile app releases
- New QA operations and tools integration
- Hiring QA Engineers

Automation activities:
- Few REST APIs automation with Docker + JS + Mocha and adding tests to GitLab runner
- UI browser tests automation with Puppeteer
- APIs description with Swagger and it's implementation to test automation process
- Smoke and Full Test Plan development

July 2016 — May 2018
1 year 11 months

Wheely

Moscow, www.wheely.com/ru/

IT, System Integration, Internet

- Software Development

QA Lead / Automation

Keywords: Java, TestNG, GIT, Maven, Docker, Swagger, RAML, Jenkins, Teamcity, JIRA, Confluence, TestRail, Periscope, Kibana, Sentry

Leading activities:
- Adding QA practice to the development cycle
- Developing QA processes for all products: backend, web apps, mobile app releases
- Production errors research process: who overlooked this to prod, what developers and testers should do not to let this happen again
- Issues prioritizing for the team and business, performance control, release management, support request analysis
- Job interviews and motivation
- Monthly quality metrics publication
- New QA operations and tools integration (test management tools, design, documentation testing, etc)

Automation activities:
- Few APIs (REST & WSS) automation with Docker + Maven + Java + TestNG and adding tests to backend deployment process on Jenkins
- APIs description with Swagger and it's implementation to test automation process
- Two parallel test threads execution, passing wait status and other data to each other

June 2015 — June 2016
1 year 1 month

PayQR

Moscow, payqr.ru

IT, System Integration, Internet

- Internet Company (Search Engines, Payment Systems, Social Networks, Information and Educational, Entertainment Resources, Website Promotion etc.)
- Software Development

Senior QA Automation Engineer

Keywords: Java, TestNG, GIT, ANT, Maven, Jenkins, JIRA, Confluence, Yandex.Tank, Selenium Grid, Android Studio, Gradle, Genymotion, Appium, Dashing-JS, Node.js, Coffee, SCSS

Activities:
- Automation possibility research for the project consisting of backend, frontend, few APIs and mobile apps
- API and frontend user stories automation with Java + TestNG + Selenium Grid
- Android app automation: Jenkins Build APK job (GIT + Gradle) + Java & TestNG + Selenium Grid + Appium server + Genymotion Android Sim
- Monitoring service development (monitoring API, URLs accessibility, partners availability, etc) with Jenkins + Java + TestNG + ICINGA2 + Graphite and notifications thru all available channels
- Monitoring service upgrade (financial and all other available data) with Dashing-JS (adding Nodejs data parsers for widgets)
- Backend and frontend load testing to find 'bottlenecks' with own java-developed tool and Yandex.Tank
- Moving towards Continuous Delivery (infrastructure, deploy, testing automation)
- QA Leading: issues prioritizing for the team and business, performance control, release management
- Job interviews and motivation
- System stability technical reports for business
- New QA operations and tools integration

January 2012 — May 2015
3 years 5 months

Ailove

Moscow, ailove.ru

Media, Marketing, Advertising, PR, Design, Production

- Marketing, Advertising, Designer, Event and PR Agencies

QA

- Cross-browser acceptance testing
- Test plan and methodology development
- Jenkins CI build and testing implementation
- Automatic test case development with Sahi & Behat (Gherkin + Mink + PHP)
- Code testing: PEP8 for Python & PMD, Checkstyle, Duplicate Code for Symfony2 projects

December 2006 — November 2011
5 years

XIM

Moscow, www.ximxim.com

IT, System Integration, Internet

- Software Development
- System Integration, Technological and Business Processes Automation, IT Consulting

Test plan developer

- Test plan and stratery development for phone's apps and functios (Internet Browser, File Manager, Messaging Client, Download Agent, DRM Agent, etc.)
- Automatic and manual test case development for mobile phone simulators running on Windows
- Creating a web portal for testing different services and markup of the mobile browser
- Openwave "V7" mobile browser automatic test case coverage
- "Dynamic Homescreen" by Myriad Group automatic and manual test case coverage
- Flash apps for Facebook and Myspace by "Slide" automatic test case coverage

Education

Higher

2008
Higher

Obninsk Institute for Nuclear Power Engineering (Branch) of the National Research Nuclear University 'MEPhI', Obninsk

Cybernetics, Automated systems engineer, system analyst

Professional development, courses

2019

Teaching Java QA Automation Courses

OTUS Online School, Java QA Teacher

2002

Physics & Tech School

Obninsk Institute for Nuclear Power Engineering, Physics, Math

Skills

Languages

Russian — Native
English — C1 — Advanced
Lithuanian — A1 — Basic

Skills

Автоматизация тестирования, Тестирование, MySQL, Jenkins, Git, Subversion, CSS, JavaScript, QA, SVN, Selenium IDE, Scrum, Веб-дизайн, Behat, Bug Tracking Systems, ANT, Постановка задач разработчикам, Регрессионное тестирование, Функциональное тестирование, Continuous Integration, Apache Maven, Docker, Java, Atlassian Products, Test automation, Puppeteer, JS, Gitlab, Gradle, Cucumber

Further information

About me

Core Specialization
Full QA Cycle Setup: Establishing the complete QA process lifecycle: development and testing flow (both manual and automation), and defining quality gates.

End-to-End Process Automation: Automating all processes, including deployment, testing, and metrics collection.

Team Leadership and Development: Team staffing, training, management, process integration, tracking work using metrics, professional development, and performance reviews.

Test Automation and Deployment: Automating API, Web, and Mobile testing and deployment within the framework of the Testing Pyramid.

Release Management.

Key Achievements
Improved Quality: Quality improvement demonstrated by metrics analysis.

Reduced Support Load: Decrease in customer support inquiries.

Resource Optimization: Freeing up development or management resources from testing activities.

Process Observability: Establishing observability for development, testing, and release processes.

Leadership and Team Management
Testing Team Management: Over 5 years of experience in managing and developing testing teams (up to 10 people), including hiring, onboarding, conducting regular 1-on-1 meetings, appraisals, and performance reviews.

Strategic QA Planning: Developing and implementing comprehensive Quality Assurance strategies, building and optimizing quality control and automation processes throughout the entire Software Development Life Cycle (SDLC).

QA Project Management: Effective organization of workflow, prioritization, risk assessment, and control of project task execution, optimizing testing processes (including with AI).

Independent Leadership: Ability to independently manage complex aspects of testing and project activities without direct supervision.

Test Automation and Technical Expertise
Automation Experience: Extensive experience (8+ years) in test automation using Java, JavaScript, and Python, applying frameworks and tools such as Cucumber, Selenium, Sahi + Behat (Gherkin), Watin, TestNG, Puppeteer + JS + Mocha, Rest-Assured, and OpenAPI test generation. Includes experience in developing proprietary Java-based solutions for load testing.

Test Infrastructure and Monitoring: Experience in designing, supporting, and developing test infrastructure, including implementing and using monitoring systems (Dashing-JS, Allure, Graphite, Icinga2) to ensure observability of development, testing, and release processes.

CI/CD and DevOps: Proficient experience with Continuous Integration systems, including Jenkins (implementation for deployment with ANT, Maven, Gradle, test automation for code and behavior-driven testing, monitoring) and GitLab pipelines, for automating testing and deployment processes.

AI/QA Practices: Experimental experience in integrating AI agents and automation within QA practices.

System Knowledge and Protocols: Experience with Windows, MacOS operating systems, and fundamental knowledge of protocols and technologies such as HTTP, UDP, TCP/IP, and mobile technologies.

Virtualization and Containerization: Experience with virtualization and containerization tools, including Docker and VirtualBox.

Load Testing: Experience in conducting backend load testing to identify system bottlenecks, using complex scenarios on Gatling as well as proprietary solutions developed in Java.