

Pavel Stepanov, Software Development Manager at RingCentral Inc, Core Department. wildpierre@gmail.com

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20+ years at various leader positions in software development industry.

Experience in people management, project management, technical leadership.

Ph.D. in Computer Science (05.13.11 – Math and Software Supply for Computer Hardware, Systems and Networks).

Ready for business trips.

Current position (since 2017): Software Development Manager at RingCentral Inc., Core Department.

RingCentral Inc. is a world leading provider of UCaaS. Joined the company as a Sr. Java Developer I passed a way to Software Development Manager in 2 years. Currently I converge people and project management and manage 8 teams (more than 50 engineers) developing various important parts of key RingCentral Services, including:

- RingCentral Video – responsible for subsystem, assembling all video conference logic;
- RingCentral Webinars – 75% of dedicated backend development is managed by me;
- RingCentral PBX – responsible for some important components, participating in phone call processing.

My responsibilities include, but not limited, by technical leadership, people management, communication between divisions and departments and administrative work.

As my greatest achievement I would mention the following:

- Took very raw project (RC Video Core) and made it production ready;
- Significantly extended capacity of RC Video Conference;
- Performed total refactoring of internal traffic routing system;
- Drove implementation of new (event sourcing based) architecture of Core Video unit;
- Developed RC Webinars in a very tough deadline;
- Hired and formed 6 teams from scratch;
- Grew 5 team leaders from engineers.

Previous position: Senior Software Development Manager at Oracle corp., Java Platform Group. 2005-2017

I had been working in this project since 2005 and I passed all the way from engineer (2005) to principal engineer (2008), then software development manager (2012) and sr. software development manager (2015). At my current position I converge people and project management and responsible for release of Java SE updates from quality engineering side.

Java SE updates project includes updates of various kinds. 4 times per year Oracle publishes so-called CPU (critical patch update) releases, i.e. releases with security fixes. Also few times per year Oracle publishes java SE releases with functional fixes and sometimes emergency releases with urgent and critical fixes. (This approach was changed last year due to disinvestment in Java from Oracle management; updates with functional fixes will not happen for some time in future).

Among all these releases I am fully responsible for delivery of CPUs, commercial releases (aka “Advanced Java”, “Java for Business” etc.), and under some circumstances can be responsible for releases with functional fixes.

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CPU project is extremely important for Oracle and Java due to lot of negative attention to security holes in late 2012. Interesting property of the CPU project is that deadline cannot be missed regardless any circumstances. That's why this project takes best Oracle Java organization's resources and more attention than any other. Also that's why CPU project is my primary area of attention.

My primary responsibilities include, but not limited by:

- Defining KPIs for quality team
- Giving status to upper management
- Ensuring my own (quality engineering) team performs all necessary activities according to schedule
- Supervising peer remote team in IDC with engineers dotted reporting to me
- Supervising other remote teams (China, India, US) w/o engineers, reporting to me, total number of people 30+
- Ensuring development counterpart delivers fixes on time and of good quality
- Supervising the whole release process, gathering project metrics and statistics, error log management, identification of gaps, management errors and adoption of best management practices
- Communication with release engineering, web engineering and other service teams.
- Triaging bugs, providing opinion for critical approval and deferral processes, discussion of content of releases, estimation of quality resources
- Overall responsibility for quality of client part of Java SE in ALL update releases, even if I am not responsible for the release itself.
- Hiring people and people management of a team up to 20 people (salaries, bonuses, etc.)

Also as a legacy project I still maintain web-based tool (JSF) for planning activities of all Java quality organizations (Java SE, ME and IoT). This tool was proposed and developed by me and after some time became the only tool used for planning all testing activities.

The main complexity of this project is the number of involved parties. Total number of involved software engineers can be several hundred, while number of involved managers is usually about 20. All these people are distributed over GEOs like Japan, China, India, Russia, Sweden, France, East Coast of the USA and West Coast of the USA.

The second important challenge is inability to extend deadlines for releases. Oracle commits for CPU release dates in a year advance so it is not possible to miss overall release deadline (and we never did). That adds significant risks to the project and complexity to project management

I also have few other lesser responsibilities, e.g. I am responsible for hardware purchase orders for overall Java quality organization (120 engineers in Russia, China, India, and the USA)

Previous position: Chief Design Engineer at Eureka. 2001-2005

This project involved creation of information system for Russian Military Department. The system had to support various activities related to medicine.

For that time this system used the most modern technologies: three-tier model, Java, CORBA, and XML/XSL.

My position in this project was Chief Design engineer of Standard Military Hospital. I was responsible to gathering requirements from customers, communication with users and customer representatives, explaining goals to engineers. Also I personally deployed this system in one of hospitals of the Russian Military Department. For my knowledge it is still used (as for year 2016)

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Sr. Lecturer at Saint Petersburg State University of Airspace Instrumentation, since 2000

Partially as a hobby, I share my knowledge with students at Department of computer Technologies and Software Engineering at Saint-Petersburg State University of Airspace Instrumentation. My courses include, but not limited, with Java, Databases, Server Informational Systems Programming (Spring/Hibernate/some other technologies), Software Quality Engineering, Logical and Functional Programming. That lets me keep my engineering skills sharp and also better understand technical stuff at my main work. I had been involved as an engineer in a project of development software for spacecrafts (made some on-Earth control and modeling software for earth satellites). In 2017 I am planning to defend my thesis on a topic of a formal definition of visual languages.

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