

Nikita Alekseev

Engineering Manager · Backend & Platform Engineering

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SUMMARY

Engineering manager with 18 years in backend engineering and 11+ years at Veeam Software, grown from PHP developer through DevOps engineer and team lead to manager. Focus: backend & platform engineering — internal services, delivery pipelines, and developer experience.

Led the delivery of a zero-trust Product Signing Service (service identity, policy-as-code, secrets management, auditability) and introduced LLM-assisted automation into CI/CD: automated code review, testing workflows via MCP with tools written in Go, and static checks enforced as pipeline gates.

Built a backend team from the ground up, mentored engineers into senior and tech-lead roles, initiated and led a PHP-to-Go migration, and drove the relocation of an engineering team from Russia to Armenia, Czechia, and Portugal — hiring across countries and keeping delivery running through the transition.

SKILLS

Leadership: Team Building · Mentorship · Performance Reviews · International Recruitment · Cross-team Orchestration · Distributed / Remote Teams

Engineering: Go · PHP · PostgreSQL · MySQL · Redis · System Architecture · Zero-Trust Architecture · Policy-as-Code · Secrets Management · Static Analysis

Delivery & Tooling: CI/CD · Jenkins · TeamCity · Docker / Docker Compose · Ansible · AWS · Linux · Git · LLM-assisted Automation · MCP · Prompt & Context Engineering

EXPERIENCE

Veeam Software

Sep 2014 – Present · 12 years

Manager, Backend Software Development

Apr 2026 – Present

Lisbon, Portugal

- Manage a distributed backend engineering team of 9, including two team leads and a tech lead: performance reviews, work planning and task allocation, and delivery oversight.
- Lead through leads: set goals and priorities for team and tech leads while staying close to the engineering work of their teams.
- Run international hiring across Europe and the US: sourcing, interviewing, and onboarding engineers.
- Mentor engineers through regular one-on-ones and hands-on technical guidance.

Stack: Go, PostgreSQL, Claude Code, Codex

Team Leader, Backend Software Development

Feb 2024 – Mar 2026

Lisbon, Portugal

- Led the delivery of an internal Product Signing Service for executables, metadata, and repositories across Linux/Windows/macOS environments — a distributed gRPC client-server system with HSM-backed signing keys and custom load balancing.
- Implemented a zero-trust architecture around the service: TLS, service identity, policy-as-code, secrets management, auditability, and network/tenant segmentation.
- Built end-to-end observability: Prometheus and Grafana metrics with extended custom structured logging for diagnostics and audit trails.
- Drove cross-team orchestration between isolated departments: aligned ownership, integration contracts, delivery milestones, and operational responsibilities to ship end-to-end.
- Introduced LLM-assisted CI/CD automation (Jenkins/TeamCity), raising release velocity through standardization and reliable quality gates:
 - automated code-review feedback on changesets;
 - automated testing workflows via MCP, including authoring MCP tools in Go;
 - applied prompt & context engineering to make checks stable and reproducible;
 - integrated linters and static checks as enforced pipeline gates.

Stack: Go, gRPC, MySQL, PostgreSQL, Prometheus, Grafana, Claude Code, Codex

Team Leader, Backend Developers

Jun 2022 – Jan 2024

Yerevan, Armenia

- Drove the international relocation of a 7-engineer team from Russia to Armenia, Czechia, and Portugal, and established collaboration practices for the resulting fully distributed environment.
- Led multi-country recruitment, hiring and onboarding 4 engineers in Czechia and integrating them into the distributed team.
- Adapted engineering processes for distributed work across time zones; planned and executed the migration of the team's compute infrastructure.

Team Leader, PHP Developers Team

Jun 2017 – May 2022

Saint Petersburg, Russia

- Built a backend team from the ground up and grew it to 4 engineers; mentored engineers into senior and tech-lead roles through hands-on guidance.
- Drove adoption of code-quality practices, automated testing, and secure-by-default CI/CD pipelines.
- Rolled out a standardized, developer-friendly local development environment based on Docker and Docker Compose.
- Initiated the team's move to Go, rewriting parts of the legacy PHP monolith into Go microservices running in production.

Stack: Go, PHP, MySQL, Redis, Docker, Docker Compose, Linux, Bash

DevOps Engineer

Sep 2016 – May 2017

Saint Petersburg, Russia

- Worked as a release engineer and technology evangelist with a mandate to improve production processes.
- Increased service fault tolerance by rewriting services with fault-tolerant patterns, enabling horizontal scaling.
- Built zero-downtime CI/CD with fast deploys and instant rollback; automated acceptance and load testing.

Stack: Go, Jenkins, Ansible, Groovy, Docker, Bash, Linux, AWS, ESXi

PHP Developer, Backend Systems

Sep 2014 – Sep 2016

Saint Petersburg, Russia

- Supported and extended numerous client and partner portals built with PHP, Zend Framework 1/2, and XSLT.
- Joined the initiative that introduced company-wide CI/CD practices, which later grew into a dedicated DevOps department.
- Began adopting Go for internal tooling: built a web service for managing customer data used by internal teams, and a continuous-delivery automation tool for deployment status notifications.

Stack: PHP, MySQL, Redis, Go, Docker, Linux

NNPCTO LLC

Jun 2012 – May 2014

PHP Developer

Saint Petersburg, Russia

- Developed administrative panels and engines for the company's direct-sales (MLM) platform.

Stack: PHP, Yii, PostgreSQL, Git

RGK LLC

Jun 2008 – Aug 2011

Full-stack Developer (PHP / JS)

Vyborg, Russia

- First professional role: developed and maintained commercial websites and marketing portals.
- Migrated the company from vendor-supplied websites to in-house development, reducing web-presence costs by two orders of magnitude and giving the business direct control over customer-facing portals.

Stack: native PHP, CSS, JavaScript

EDUCATION

Saint Petersburg State University of Aerospace Instrumentation

Information Technology · 2009 – 2014

LANGUAGES

Russian	Native / Bilingual
English	Full Professional
Portuguese	Elementary