

PASHA NAUMOV

SOFTWARE ENGINEER

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Full-stack engineer with experience in both early-stage startups and larger companies, bringing the best of both worlds: speed, ownership, and pragmatism paired with structure and scalability. I thrive in ambiguity, turning challenges into shipped products and building foundations for long-term growth.

I believe in 10x teams over 10x individuals - sharing knowledge, collaborating closely, and multiplying impact. I build products end-to-end, taking responsibility not just for features but for outcomes.

EXPERIENCE

SOFTWARE ENGINEER

Zoa

October 2023 - Present

Delivered value across microservices, distributed systems, and asynchronous architecture, contributing to both internal tools and client-facing products. Planned and led the delivery of key features end-to-end, collaborating across teams to ensure reliability, scalability, and strong user experience. Actively involved in the design and evolution of mission-critical services, from public APIs to data pipelines.

- Shipped full-stack features across Node.js microservices and React applications, covering everything from API design to frontend integration and monitoring and observability.
- Delivered mission-critical services including Solar and EV offerings, mobile apps, as well as the public API gateway and asynchronous event-driven pipelines used by clients and partners.
- Focused on observability and reliability throughout development, instrumenting services with Datadog and collaborating on Kubernetes/Terraform deployments.
- Led developer experience (DX) initiatives through the Front-End Guild, guided mobile app delivery, and mentored peers across teams.

SENIOR SOFTWARE ENGINEER

eApteka

September 2021 - September 2023

Built and scaled courier logistics systems for CIS' largest e-pharmacy, ensuring 20,000+ daily orders were delivered reliably. Took ownership across the stack, from mobile applications to backend services, while leading a team of four engineers. Actively involved in the full software development cycle, from gathering user feedback to shipping production systems.

- Co-designed and built a logistics mobile application (React Native, Java, Node.js) with 1,500+ daily active users, enabling real-time delivery tracking and order management.
- Implemented backend services in Node.js to support courier operations, integrating APIs and ensuring data consistency at scale.
- Improved reliability and visibility by introducing logging and monitoring with Grafana and Prometheus, dramatically improving observability.
- Mentored and led a team of 4 engineers, driving best practices through reviews, 1:1s, and sprint planning to raise overall team maturity.

EXPERIENCE (CONTINUED)

SOFTWARE ENGINEER

IT BP

August 2019 - September 2021

Developed and maintained a data-exchange platform for a logistics conglomerate, enabling secure communication and collaboration for 300+ employees. Took ownership across web, mobile, desktop, and backend services, ensuring reliable delivery of business-critical features.

- Built backend services in Node.js and PHP for secure messaging, document exchange, and authentication.
- Developed cross-platform apps (React, Electron, React Native) used for messaging, video streaming, and internal communication by 300+ employees.
- Gathered requirements from stakeholders and translated them into technical designs and deliverables.
- Mentored junior developers through pair programming and reviews, strengthening code quality and confidence across the team.

FOUNDING SOFTWARE ENGINEER

JS+

February 2018 - March 2021

Co-founded a startup helping doctors and medical organisations protect against legal risks and consumer extremism.

- Built the web platform with Ruby on Rails, React, and AWS.
- Worked directly with potential clients, prototyping and testing features to address their pain points.
- Secured interest from doctors and clinics, raising \$20,000 in investment.
- Exited with ~\$10,000, after learning the ins and outs of building and running an early-stage startup.

TECHNICAL SKILLS

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|--|---|
| • Languages: <i>JavaScript, TypeScript, Ruby, PHP</i> | • Databases: PostgreSQL, Neo4j |
| • Backend & Systems: Node.js (Express, Koa, Hono), Ruby on Rails, PHP (Symfony), asynchronous & event-driven systems (Pub/Sub, Temporal) | • Infrastructure & DevOps: Docker, Kubernetes, Terraform, CI/CD |
| • Frontend & Mobile: React, Next.js, React Native, Electron | • Cloud & Monitoring: GCP, Datadog, Grafana, Prometheus |
| | • Design & Prototyping: Figma, Sketch |

NON TECHNICAL SKILLS

- | | |
|---|--|
| • Leadership & Collaboration: Mentorship, cross-functional collaboration, facilitation | • Engineering Practices: compassionate code review, technical decision-making, knowledge sharing |
| • Product & Delivery: Product mindset, strong sense of ownership, stakeholder communication | • Collaboration & Communication: Public speaking, facilitation, clear communication, emotional intelligence, team dynamics awareness |

EDUCATION

FULL STACK DEVELOPMENT

Le Wagon. Lisbon, Portugal

MSC INNOVATION, STRATEGY & ENTREPRENEURSHIP

Grenoble Ecole de Management. Grenoble, France

Awarded with Distinction

LLB LAW

Lancaster University. Lancaster, England