

PASHA NAUMOV

SENIOR SOFTWARE ENGINEER

WEBpasha.sh

LINKEDINlinkedin.com/in/pavelnaumov1

EMAILp.b.naumov@gmail.com

PHONE+44 7481 972021

TELEGRAM@naumovp

Senior 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.

01 EXPERIENCE

05 ENTRIES

E.01

MEMBER OF TECHNICAL STAFF

Fleek

SEP 2026
– PRESENT

- Helping a YC-backed, Series B startup scale towards Series C.
- + Running and shipping experiments to increase conversion rate (CVR) and GMV.
 - + Helping establish engineering processes and practices with reliability in mind.
 - + Improving and scaling the architecture to serve a growing user base.

E.02

SENIOR SOFTWARE ENGINEER

Zoa

OCT 2023
– SEP 2026

- 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.

E.03

SENIOR SOFTWARE ENGINEER

eApteka

SEP 2021
– SEP 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.

§01 EXPERIENCE (CONT.)

E.04

SOFTWARE ENGINEER

IT BP

AUG 2019
– SEP 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.

E.05

FOUNDING SOFTWARE ENGINEER

JS+

FEB 2018
– MAR 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.

§02 TECHNICAL SKILLS

LANGUAGES	JavaScript, TypeScript, Ruby, PHP
BACKEND & SYSTEMS	Node.js (Express, Koa, Hono), Ruby on Rails, PHP (Symfony), asynchronous & event-driven systems (Pub/Sub, Temporal)
FRONTEND & MOBILE	React, Next.js, React Native, Electron
DATABASES	PostgreSQL, Neo4j
INFRA & DEVOPS	Docker, Kubernetes, Terraform, CI/CD
CLOUD & MONITORING	GCP, AWS, Datadog, Grafana, Prometheus

§03 EDUCATION

BOOTCAMP	Full Stack Development Le Wagon	LISBON, PT
MSC	Innovation, Strategy & Entrepreneurship Grenoble Ecole de Management · Awarded with Distinction	GRENOBLE, FR
LLB	Law Lancaster University	LANCASTER, UK