

Andrei Panov

Senior Engineering Manager

PERSONAL SUMMARY

Over 16 years of software development experience, including 8+ years leading and scaling engineering organizations, currently serving as a Senior Engineering Manager at Booking.com. Proven track record of owning end-to-end delivery for large, complex platform and product initiatives across mobile, backend, and front-end systems, driving measurable business impact at scale.

Experienced in building and guiding platform-focused organizations at Booking.com and Spotify, with a strong emphasis on technical excellence, operational discipline, and long-term scalability. Leadership philosophy centers on hiring and developing top engineering talent, mentoring managers, and fostering inclusive, high-performing teams and communities aligned with company strategy, OKRs, and customer outcomes.

CERTIFICATES

[Technical Program Management \(Udemy\)](#)

[Managing Technical Professionals \(LinkedIn\)](#)

EDUCATION

Saint-Petersburg
Polytechnic University,
Russia
Master of Engineering

LINKS

[MentorCruise](#)

[LinkedIn](#)

[Medium](#)

CONTACT

Andrei Panov
Veertakker 1, 1822 RM
Alkmaar
The Netherlands
M: 06 81984864
E: panovdev@gmail.com

WORK EXPERIENCE

Booking.com – Amsterdam

SENIOR ENGINEERING MANAGER December 2021 – Present

- Directed end-to-end delivery for mobile App Platform and Merchandising backend system initiatives, owning releases, CI/CD, architecture, performance optimisation, and production readiness across iOS, Android, and web surfaces.
- Built and scaled cross-organisational engineering communities and operating models, engaging 300+ engineers across mobile, backend-driven UI, and recommendations to align execution with business goals and OKRs.
- Launched and led multiple virtual and cross-functional teams (60+ engineers) focused on architectural modernisation, technical debt reduction, and long-term platform scalability.
- Defined and rolled out platform maturity and governance frameworks (App Maturity, Energy Labels, UMS RACI), adopted by 60+ teams to surface technical debt, improve observability, and drive data-informed roadmap trade-offs.
- Owned delivery leadership through ambiguity for Unified Merchandising, Home Screen, and Cross-Sell recommendations, establishing clear communication cadences, dependency management, and stakeholder visibility to improve predictability.
- Drove operational excellence by coordinating incident response, reliability improvements, and DevX modernisation, while balancing short-term delivery with long-term technical strategy.
- Authored innovation and quality initiatives, including GenAI enablement, increasing documentation coverage by 19% and test coverage by 10%, and improved hiring mechanisms, increasing mobile interview throughput by 150%.

Spotify – Stockholm

ENGINEERING MANAGER II March 2020 – November 2021

Drove the technical integration of Spotify's API with voice assistance (Alex, Google Home, Siri), achieving designation as the 'preferred music service' on 3+ major platforms.

- Expanded the engineering team from 4 to 12 members, establishing efficient workflows across mobile, data, and backend projects.
- Launched 3 new intents for Amazon Alexa, achieving a 15% increase in user engagement.
- Introduced the "Voice Aliases" concept for Spotify Wrapped, resulting in 25% improved accuracy.
- Design backend refactoring for Google Assistant ecosystem leading to 15% increased engineering efficiency.

<i>N26 (Online bank) - Berlin</i>		
ENGINEERING MANAGER		2019 – 2020
<i>Blacklane - Berlin</i>		
Teamlead Mobile Development		2016 – 2019
<i>Avito - Moscow</i>		
IOS APPS ENGINEER		2015 – 2016
<i>Various companies - Saint-Petersburg</i>		

KEY SKILLS AND COMPETENCIES

- Creating an engineering environment that encourages innovation and continuous improvement.
- Always contributing to best practise in all areas of work.
- Spearheaded the growth of a high-performing engineering teams, implementing agile methodologies and DevOps best practices, resulting in faster product releases and improved code quality.
- Facilitated cross-functional communication among engineering teams and senior stakeholders, resulting in faster project delivery and improved alignment on technical roadmaps.

AREAS OF EXPERTISE

- Software Development: Agile Methodologies, DevOps Practices, CI/CD Pipelines, Mobile Development (iOS & Android), Backend Architecture, Software Engineering Best Practices, Code Quality Assurance, Microservices Architecture Design Patterns, Mobile App Architecture Standards
- Technical Leadership: Team Building & Mentoring, Cross-Functional Collaboration, Performance Metrics Management, Architectural Frameworks Development, Talent Acquisition Strategies
- Programming Languages: Swift, SwiftUI, Kotlin, Python
- Tools and Technologies: GitHub, Jenkins, Buck, Tuist, Docker, Jira for Task Management & Tracking Progression