

# ROMAN KUSHNAROV | SOFTWARE ENGINEER

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Experienced and forward-thinking software engineer with 5+ years of experience creating impactful, user-centered digital products. With expertise across industries like finance, healthcare, big data, and management, I excel at turning ambitious concepts into high-performance solutions that deliver real value. Recognized for my ability to take initiative, drive complex projects to success, and align technical excellence with business goals, I am passionate about building groundbreaking solutions that make a lasting, positive difference.

## SKILLS

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**Languages:** JavaScript, TypeScript, HTML, CSS.

**Technologies:** React, Redux, React Query, Node JS, NextJS, GatsbyJS, Nest, Express, MsSQL, MongoDB, Astro JS, SASS, Material UI, Tailwind CSS, Playwright, Jest.

**Soft skills:** Leadership, adaptability, communication, management, teamwork, critical thinking, accountability, confidence, patience, open-mindedness, creativity.

## WORK EXPERIENCE

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### Publicis Groupe (Kindred)

Prague, CZ

Senior Front-End Engineer

November 2023 - Present

- Led a proficient team of four developers in implementing **1-2 interactive online presentations weekly** for Pfizer, a global leader in the pharmaceutical industry. Successfully guided the team to deliver **70+ high-quality products**, meeting strict deadlines and client expectations.
- Developed a CLI for creating interactive online presentations tailored for iPads, streamlining the process and **enhancing development speed by 400%**.
- Designed a **tool using AI** to effectively match newly acquired assets for projects with existing visually similar projects, accelerating development speed.
- Contributed to the creation of detailed onboarding manuals for product usage within the company, fostering seamless integration and ensuring a smooth transition for new team members into the product ecosystem.

### UdTech

PL / UA

Full-Stack Developer

July 2022 - November 2023

- Led a comprehensive SEO and accessibility overhaul, resulting in a **40% increase in web traffic and a 27% enhancement in accessibility compliance**.
- Built a custom analytics system from scratch, enabling real-time tracking and data-driven insights.
- Worked on a new version of the jewelry, watch and gemstone buying website, which led to an increase in **conversion rates among users of up to 10%**.

- Contributed to designing and developing the architecture of a **Typeform-like functionality with 200+ screens**.
- Worked alongside product & project managers, designers, and other engineers to transform creative concepts into refined digital experiences at an agile (2 week) cadence.
- Conducted **7 interviews** with candidates for open software engineer positions, regularly participated in code reviews and dual-coding with other developers.

## Incode Group

Dnipro, UA

Front-End Developer

December 2020 - July 2022

- Developed a real-time vehicle data logging system and trips log functionality using in-car diagnostic devices, **accelerating vehicle data retrieving time and transparency by 5 times**. Implemented a customizable dashboard with widgets and debugging tools.
- Successfully performed a complete refactoring of the checklist social network in **2 months**.
- Engineered WebRTC functionality to power seamless, real-time video communication in an online consultation platform.
- Built and delivered technical solutions according to stakeholder business requirements.

## Freelance (Upwork)

UA

Front-End Developer

November 2019 - December 2020

- Built an event ticketing website from scratch with a team of 4 developers **in 3 months**.
- Successfully developed an interactive whiteboard functionality to manage medical company workflow.
- Led the integration of a customer service chat functionality to answer user questions and schedule consultations, **resulting in a 15% increase in leads**.
- Support for sites on various CMS.

## ADDITIONAL

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**Languages:** Ukrainian - Native/Bilingual, Russian - Native/Bilingual; English - Professional proficiency.

**Interests:** traveling, reading, psychology, sociology, behaviorism, fitness and gaming.