

Mikhail Bogatyrev

AI Product Builder • AI Adoption • Digital Transformation Leader • CIO • COO

Tashkent, Uzbekistan

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EDUCATION

Moscow Institute of Physics and Technology (MIPT) 1993–1999

Engineer-Physicist (Specialist degree, 6 years), Applied Mathematics and Physics, diploma with honours.

LANGUAGES

Russian	Native
English	B2

PROFILE

Combine deep technology expertise with experience managing teams and organizations. Work closely with senior executives to turn business strategy into working digital solutions with measurable results.

Technical skills

- **Development:** 30+ years of experience; hands-on in any role across the software development lifecycle (SDLC) — Business Owner, Product Manager, System Analyst, Architect, UI/UX Designer, Frontend/Backend Engineer, QA, DevOps. With or without AI.
- **AI Product Builder:** take products from idea to cloud production in the shortest possible time with AI-native development, Agentic Engineering and Spec-Driven Development in Claude Code.
- **AI automation:** embed Agentic Workflows into business processes, replacing manual work with AI agents and raising staff productivity.
- **Cloud:** build cloud-native applications on Microsoft Azure with App Service, Static Web Apps, Functions, Container Apps, Cosmos DB, Azure Storage and Key Vault; IaC with Bicep, CI/CD with GitHub Actions.
- **Data:** design data models; build ETL pipelines for data cleansing and enrichment, and reporting in Power BI, Power Query and Excel.

Management skills

- Lead teams and projects: scope, schedule, quality, risk, budget and resources; motivate people and resolve conflicts.
- Build business processes from scratch and redesign existing ones; write policies and procedures.
- Build management reporting and KPIs.
- Manage P&L, cash flow and treasury.
- Contribute to strategic planning and marketing.
- Keep learning myself; train and inspire colleagues.

EXPERIENCE

Deputy Director

May 2022 – Present

IT Park University · EPAM Systems · Tashkent, Uzbekistan

Led the creation and step-by-step development of an online IT university from zero to graduating classes of bachelor's and master's students. Built its business processes, digital systems, finance and operations.

AI adoption

- Moved in-house software development to an AI SDLC with Agentic Engineering and Spec-Driven Development: idea to production in the cloud in 1–2 weeks, with tests, separate environments and automated deployment, as in classic software engineering.
- Built control and automation systems with AI inside: data-quality agents check applicant documents and student records, models assess student performance, class participation and theses, and a chatbot advises applicants.
- Made AI part of the daily work of almost every employee: data analysis and reporting, drafting regulations, legal review, candidate screening, proofreading of texts and translations, Deep Research, and advertising content.

Digital operating model

- Designed and rolled out the university's digital operating model: admissions, student lifecycle, finance, reporting, KPIs, document management, back office.

- Built the university on Microsoft 365 as a single working environment: documents, approvals and collaboration in Teams and SharePoint under shared security rules. This ended operational chaos and strengthened data protection.
- Since the university's launch, built a fully online admissions process and remain its architect and owner: applicant journey, procedures for admissions staff, electronic entrance exams free of corruption risk, data and document checks, enrollment, and a bonus scheme for sales managers.
- As product owner and business analyst, launched and keep developing the applicant admissions system on Bitrix24. Over 5 admission campaigns it has handled 50,000+ leads and enrolled 1,500+ bachelor's and master's students.
- Designed and built the university's ERP system UIS (University Information System) on Microsoft Power Platform: a single source of data on students, contracts, curricula and payments. Acted as product owner, business analyst, architect and lead developer.
- Launched 20+ internal automation systems for the university: some as product owner and business analyst, the rest developed myself end to end, from idea to rollout and user training.
- Built Power BI management reporting on data from all key university systems: admissions (CRM and telephony), learning (LMS and Teams class attendance), finance (1C payments), students (UIS and the national HEMIS system) and office access (access control system).

Finance

- Own the university's financial management: planning and control of P&L and cash flow.
- For three years running, spending has stayed within the approved budget and revenue has met or beaten plan, with actuals within 5% of plan.
- Set up day-to-day spend control: every payment is reviewed and approved electronically at several levels against plan-vs-actual budget execution.
- Built a long-term 5-year P&L model of the university, used in negotiations with co-owners and partners.
- Planned and carried out a reorganisation: headcount down 40% and costs down about 30%, with no loss of functions or business continuity.

Delivery Manager

Aug 2021 – Apr 2022

SberBank · EPAM Systems · Moscow, Russia

Optimized staffing and people operations on a large enterprise account.

- Managed staffing: 100–120 open positions at any time across several projects, coordination with demand (~20 people) and supply (~40 people), interviews, matching candidates to the account's projects.
- Built an express assessment system for candidates and matching them to client positions: it cut assessment time significantly and ruled out interviews that were bound to fail.
- Designed and rolled out the account's HR strategy: EVP (Employee Value Proposition), a knowledge base for candidates, a candidate-friendly staffing process, internal and external project marketing, staff retention and skills development.
- Rebuilt onboarding for new staff joining the account: created 2 courses and automated surveys.
- Built staffing dynamics reporting across multiple dimensions, with KPIs for project administrators; ran employee surveys on the account and analysed the results, including eNPS.

Delivery Manager / Key Developer

Sep 2019 – Jul 2021

Philip Morris International · EPAM Systems · Moscow, Russia

Key developer in a team of 6 on an enterprise data platform, focused on data quality, analytics and data for business decisions.

- Built an automated data quality monitoring framework for the enterprise DWH: based on metadata and quality attributes from several sources, it generated and ran 20+ types of data checks.
- Built and maintained about 10 ETL processes for data cleansing and enrichment on CloverDX.
- Designed an algorithm that builds a Customer Journey Map, the history of each consumer's interactions with the company, for the digital marketing team.
- Designed a statistical algorithm to find duplicate consumer accounts.

Delivery Manager

Jul 2019 – Dec 2019

EPAM Systems · Moscow, Russia

Completed the organizational and technical integration of Competentum, an acquired company, into EPAM.

- Organized the migration of Competentum's IT systems, data and processes into the EPAM corporate environment: project catalog, employee data, project data (virtual machines, files, git, Jira, Confluence).
- Moved time reporting, project delivery and HR data to EPAM systems with no break in work.

Chief Information Officer (CIO)
2011 – 2019

Competentum · Moscow, Russia

Built the company's digital backbone: corporate systems for operations, finance and project management.

- Built and evolved the corporate ERP system TimeSheet for 350+ employees and 80+ active projects: time tracking with Jira integration, project staffing, capacity planning, client invoicing, project financial reports, integration with external systems.
- Automated revenue calculation and forecasting for T&M and fixed-price projects based on ERP and 1C:Accounting data.
- Ran the company's IT department and IT infrastructure.
- Automated approvals of payments, contracts and business travel on SharePoint.
- Built a BI reporting and forecasting system on ERP data for management decisions.
- Implemented Microsoft Dynamics CRM, supported it and trained staff to use it effectively.

Founder & Chief Technology Officer
2013 – 2014

Printomatic · Moscow, Russia

Launched and led a startup providing cloud-based document printing.

- Developed the startup's business plan and go-to-market strategy.
- Raised funding, including grants for tech startups.
- Designed and developed the core software platform for cloud printing.
- Developed a cloud-connected network adapter for printers, enabling remote and mobile printing.
- Led development of a mobile app.

Chief Executive Officer (part-time)
2011 – 2022

Digital Park · Moscow, Russia

Ran a private IT technopark and owned its P&L, taking it from zero to a sustainable business model.

- Set up all processes: financial planning, reporting to the founder, marketing, sales and advertising.
- Built the technopark's IT infrastructure: a centralized LAN and internet access, telephony, office access control, video surveillance, a server room, meeting room booking and automated invoicing.
- Built flexible infrastructure and services for resident startups: office space, meeting and conference rooms, a shared kitchen, cleaning.
- Brought young startups into the technopark and helped them grow; residents included SkyEng, which later became a well-known technology company.

Head of Data Center (part-time)
2011 – 2011

AGAVA · Moscow, Russia

- Ran operations of a data center with 2,000+ servers / 69 racks, ensuring availability, reliability and stable operation.
- Managed the physical hosting team, its operational processes and customer support.
- Owned marketing and promotion of physical hosting services; ran several promotions, and revenue grew 17% in a year.

Technical Director
1995 – 2010

PHYSICON · Moscow, Russia

My first job: grew from C++ programmer to Technical Director. Built interactive learning content and eLearning systems for US publishers and universities and for mass-market users in Russia.

- Developed interactive physics simulations in C++ for Addison-Wesley (later Pearson) physics courses: cross-platform applications (Windows and Mac) for the first web browsers.
- Developed cross-platform (Windows and Mac) simulators of complex physical processes in Java for San Diego State University's Constructing Physics Understanding (CPU) project; we were the first in Russia to use Java in education.

- Led the team and took part in developing interactive economics models for Addison-Wesley (later Pearson) for the textbook Economics in Action (author Michael Parkin).
- Took part in developing the boxed products OpenPhysics, OpenMathematics, OpenAstronomy and others.
- Led a team of 12 QA engineers on a large testing project for educational products for Academic Systems (later PLATO Learning, then Edmentum); introduced VMware virtual machines for testing for the first time in the company.
- Headed development of the core libraries for building interactive content in Java and ActionScript.
- As Technical Director, owned system architecture and technology choices and managed technical teams.
- Ran the company's IT department and IT infrastructure from 1997.
- Set up the company's first QA department (2003–2005).
- Achieved ISO 9001 quality management certification and maintained it (2005–2008).

SKILLS

AI	Claude Code · OpenAI ChatGPT · GitHub Copilot · Google Antigravity · Google Gemini · Agentic Workflows · MCP · Agent Skills · Spec-Driven Development · OpenSpec · Superpowers · AI-assisted development · Prompt Engineering · Context Engineering · Google Gemma · LM Studio · Cursor
Strategy and business	Digital transformation · Organizational development · SWOT analysis · Business development · Setting up sales · Marketing strategy · Building partnerships · Client relationship management · Technology consulting · Business consulting · E-learning
Finance	P&L · Cash Flow · Planning · Reporting · Plan vs. actual analysis · Treasury · Payment control · Capital markets
IT, projects and products	IT department management · Process design · ERP implementation · ISO 9001 preparation · Delivery management · Project management · Project planning and budgeting · Agile / Scrum · Product management · New product development
People and teams	Unit management · Team management · Managing teamwork · Staffing · Interviewing and hiring · Onboarding · One-on-one meetings · Team motivation · Career advising · Compensation management
Architecture and analysis	Business process modeling · BPMN · Business analysis · Systems analysis and design · Enterprise architecture · Systems architecture · Solution architecture · Architecture design · Software design · Information architecture · API and system integration · OData · UML · Systems engineering
Microsoft Platform	Microsoft 365 (Office 365) · Microsoft SharePoint Online · Microsoft Exchange Online · Microsoft Teams · Microsoft Graph · Microsoft Entra ID · Power Platform · Power Apps · Power Automate · Dataverse · Azure Static Web Apps · Azure Functions · Azure Logic Apps · Azure App Service · Azure Cosmos DB · Azure Storage · Azure Blob Storage · Azure Table Storage · Azure Queue Storage · Azure SQL · Azure Key Vault · Azure Identity · Azure Cost Management · Azure Containers · Azure Virtual Machines · Azure Networking · Azure Monitor · Azure Policy · Azure Resource Manager · Azure Advisor · Azure CLI
Data and analytics	Microsoft Power BI Desktop · Microsoft Power BI Service · Power Query M Language · DAX · ETL/ELT · CloverDX · Data Quality · ERD Diagrams · Data modelling · Data Engineering · Data Analysis · SQL Language · R Language · Microsoft SQL Server · Azure SQL Server · Azure Cosmos DB · Azure Storage · PostgreSQL · Amazon Redshift · SQLite · DBeaver
Enterprise systems and tools	Microsoft Word · Microsoft Excel · Microsoft PowerPoint · Microsoft Outlook · Microsoft Teams · Microsoft Planner · Microsoft OneDrive · Microsoft SharePoint · Microsoft Forms · Microsoft Power BI · Bitrix24 · CRM systems · 1C:Enterprise · Moodle LMS · Google Workspace · Miro
Programming languages	.NET/C# · Java · C++ · SQL · Power Query M Language · R · JavaScript · TypeScript · Python · HTML/CSS

Concepts	Software engineering · Engineering Excellence · Object-Oriented Programming (OOP) · SOLID · Design patterns · Clean Code · Dependency Injection · Test-Driven Development (TDD) · Spec-Driven Development (SDD) · DevOps · CI/CD · Time Management · Mind Management
Development tools	Visual Studio Code · Visual Studio Professional · Claude Code · Google Antigravity · Git · GitHub · Jira · Confluence · Markdown · Mermaid Diagrams
Personal qualities	Turning chaos into order · Strategic thinking · Spotting new opportunities · Inventiveness · Broad exposure to best practices · Problem-solving · Continuous learning · Composure under pressure · Self-direction · Result orientation · Growth mindset · Leadership · Persuasion through reasoning · Win-win solutions and consensus · Trust building · Giving and receiving feedback · Building dialogue · Active listening · Emotional intelligence · Conflict management · Presenting

CONTINUOUS LEARNING

Always learning: 85+ professional courses, 70+ Microsoft Learn modules and 420+ hours of training (LinkedIn Learning, EPAM Learn, Microsoft Learn, DataCamp, Anthropic).

Microsoft Certified: Azure Fundamentals (AZ-900) · Microsoft, 2025

EPAM CloudX Associate: MS Azure Developer · EPAM, 2023

NextGen Leaders Program · EPAM, 2024

WHAT COLLEAGUES SAY

Mikhail plays an indispensable role not only at ITPU: he also has an indirect influence on the country's entire education system, helping to build a highly professional environment and supporting its course toward technological development.

Translated from Russian



Bokhodir Ayupov
VP, Enterprise Uzbekistan

Mikhail is an exceptional individual in his current role as the de facto Chief Operating Officer of IT Park University in Tashkent.



Dzmitry Yarmak
Senior Director, EPAM

Mikhail is one of the key person of ITPU/EPAM School of Digital Engineering. It was start-up educational EPAM project in Uzbekistan and Mikhail was there from a very beginning. He is responsible for operations, university administration and admission platform, integrations with EPAM systems, university infrastructure. Mikhail has a very good technical background, solid management experience and he is very responsible and goals oriented person. He is a problem-solver by nature and I think he is ready for more challenging tasks.



Nataliya Soboleva
Senior Director, EPAM

Mikhail consistently applies the latest industry trends to his work, staying informed on advancements such as AI adoption and process automation. His proactive approach to integrating these innovations has led to tangible improvements in operational efficiency and effectiveness. His openness to leveraging emerging technologies, like AI and low-code automation platforms, has not only streamlined processes but has also inspired the team to embrace modern solutions.



Vadim Zelenkov
Director, EPAM

Mikhail understands IT and finance equally deeply and builds systems himself that actually work. More than 1,500 students have gone through the admissions and student records systems he created, and with a team of two people and AI agents he has set up a whole factory of in-house solutions for the university. He is easy to work with: open to discussion, and he decides on the strength of the arguments, not on rank.

Translated from Russian



Arkady Naboka
Academic Director, IT Park University

I had the pleasure of working alongside Mikhail for more than four years at IT-PARK UNIVERSITY, where he served as Deputy General Director and Chief Operating Officer and I as Chief Legal Counsel. Mikhail's greatest strength is his ability to make any process simpler. Where others see routine and paperwork, he sees a system that can be automated. Time and again he took slow, manual workflows and turned them into clear digital processes that saved the whole team time and reduced errors. He is also one of the most intellectually curious people I have worked with. His knowledge reaches far beyond operations and technology, and you can have a thoughtful, well-argued discussion with him on almost any subject. Add to that his integrity and his calm under pressure, and you have a colleague whose opinion you always want to hear. People like Mikhail are rare: he combines a manager's sense of responsibility with an engineer's instinct for building systems that work. Whatever he takes on next, he will make it simpler, clearer and stronger. He has my highest recommendation.



Shukhrat Aripdjanov
Chief Lawyer, IT Park University

It's a great pleasure to work with Mikhail. He uses analytical approach for decision making. Great team player and competent Product manager. All the monitoring and controlling procedures are in place and comfortable for all participants. There is no extra bureaucracy on the project. Mikhail welcomes proposals and supports initiatives. Always open to talk about project questions and helpful in issues solving of any kinds. I really appreciate his efforts in creating comfortable atmosphere for TG Bot project . He always clear about project goals and supports teams in achieving them. Besides his excellent managerial skills, Mikhail is really technical skilled and able to discuss architectural solutions and propose enhancements. Cares about adding trending GenAI related technology stack to the project and really competent in this field.



Sergey Shibayev
Senior Project Manager, EPAM

Mikhail possesses extensive experience across various areas of IT, having successfully served as a developer, analyst, manager, and director. This versatile background allows him to approach challenges comprehensively — seeing the big picture while remaining attentive to important details. He cultivates teamwork and keeps his colleagues motivated and genuinely interested in what they do. Mikhail is an exceptional organizer and an inspiring leader who creates a positive and productive atmosphere within the team. His management style promotes efficiency and timely delivery while maintaining high morale. As a passionate IT professional with a broad range of expertise, he effectively combines technical depth with strategic thinking. He consistently champions modern technologies and innovative approaches, actively incorporating AI tools into his daily work and encouraging others to explore their potential as well. Interacting with Mikhail is always engaging — he communicates thoughtfully, explains his ideas clearly, and builds an environment of mutual respect and initiative. Under his guidance, even the most complex tasks become understandable and achievable. Working with Mikhail is both enjoyable and enriching — it’s an opportunity to grow professionally and stay at the forefront of technological progress.



Pavel Bui
Senior Software Engineer, EPAM

I'm working with Mikhail within our ongoing ITPU|ESDE partnership. He has strong business sense and financial comprehension at work, complemented by his attention to detail. What stands out is Mikhail's proficiency in structuring and implementing business operation processes, clearly demonstrated as he successfully executed the back-office processes at ITPU from scratch.



Kseniia Lypovych
Talent Development Manager, EPAM

It’s a pleasure to work with Mikhail. He responds quickly to urgent requests and has an excellent problem-solving skills. He approaches challenges with a calm and strategic mindset, always focusing on finding the best solution. He is also highly adaptable and open to new ideas and process improvements, continually seeking ways to enhance workflows and overall performance.



Elena Vdovichenko
Senior Talent Development Specialist, EPAM

Mikhail consistently takes on complex and challenging tasks without hesitation and starts working on them right away. He is also always ready to help and give advice to colleagues, often on the same day they ask for it. His proactive approach and willingness to support others make him a valuable member of the team.



Olga Skvoznova
Project Manager, EPAM

He led the implementation of our first AI consultant (chatbot) among universities and has been actively using AI and new technologies to automate multiple internal systems and workflows.



Azim Rakhmatjonov
Digital Marketing Analyst, IT Park University

Mikhail is an exceptionally skilled professional with a vast reservoir of experience. He consistently demonstrates his commitment to the growth and advancement of the educational platform by actively engaging in its development and meticulously attending to every intricate detail. It is undeniable that without his invaluable contribution, we would not have been able to successfully bring any product to fruition.



Oleg Golenko
Project Manager, EPAM

He supports the team’s development exceptionally well. He regularly suggests useful training courses and shares learning materials. For example, he encouraged my colleague to apply for a Master’s program, motivated him throughout the process, and supported him so study and work could be combined. He is always open to discuss challenges and helps turn them into clear next steps



Yevgeniy Kubishev
Senior System Engineer, IT Park University

Mikhail achieved a lot in the past year as part of the senior management team at ITPU. He played a key role in implementing and developing the budget control and planning system. His efforts in automation, including reports, dashboards, and the introduction of a new admission portal, significantly optimized costs and streamlined operations. Mikhail's work with external development teams showcased his exceptional skills as a Delivery Manager, facilitating successful collaborations and outcomes.



Tatiana Rafikova
Associate Marketing Manager, EPAM

I have worked with Mikhail in his roles as Delivery Manager, Chief Financial Officer, and Technical Operations Lead at IT Park University. Mikhail manages a wide range of responsibilities, including overseeing delivery processes, financial operations, and technical infrastructure. He approaches these tasks with professionalism, ensuring that key processes run smoothly. Mikhail demonstrates strong organisational skills and a solid understanding of both financial and technical aspects, which help maintain stability and efficiency in the program. His ability to manage diverse responsibilities makes him a strong asset to the team.



Olha Kudoiarova
Lead Technical Writer, EPAM

Cooperation with Mikhail within the framework of the university project in Uzbekistan (ITPU) is always effective. Mikhail has done a great job of optimizing all processes at the university, which helped to establish a system within the university, optimize work, and control departmental costs. Mikhail's new reports reflect the most important details of the project's operation, namely the financial component. I would like to note that Mikhail's contribution to budgeting for future periods is quite large, as I am sure that this required large expenditures to organize a centralized budgeting process among departments. I will be glad to further cooperation.



Anastasiya Siarchenia
Senior Financial Analyst, EPAM

He effectively takes on both the roles of delivery lead and product owner, which gives him a great understanding of the development team's workflow and the overall product vision. This really makes my job easier, and I'm grateful for that. I also appreciate Mikhail's leadership style; he is supportive and always suggests best practices and the use of new technologies to the entire team. I especially value his advice on incorporating AI into my daily activities as BA. Additionally, I trust Mikhail's deep understanding of the technology stack our team is using, and he consistently provides valuable feedback to the development team.



Aleksei Zagrebin
Senior Business Analyst, EPAM