RASIM NADZHAFOV

CTO / CPO / Engineering Manager / Head of Product / PMO Director / Product Owner

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SUMMARY

As the Chief Technology & Product Officer (CTPO) for multiple IT startups in gaming and human resources, I bring a unique blend of technical expertise and business acumen to drive success. With over 12 years of experience, including roles as Project, Product, and Delivery Manager, I have a proven track record in bridging technical and business domains. My background in full-stack software engineering and relevant degrees, combined with certifications in Google Project Management and Professional Scrum Master (PSM), among many others, positions me to strengthen your management team and expedite product delivery.

I excel in leading distributed teams, leveraging Agile methodologies, and adapting to various industry contexts to propose data-driven solutions. My entrepreneurial experience as a profitable IT company founder adds to my strategic vision and leadership capabilities. With expertise in UX/UI design, I can create detailed wireframes and guide projects from concept to reality.

I have successfully navigated the software development lifecycle and monetization mechanisms across industries, including web development, ecommerce, streaming, dating, staffing, SaaS, AI, and gaming. My international experience includes representing companies at global exhibitions and conferences, showcasing our products to B2B clients worldwide.

My approach focuses on integrating tech and product vision, solving technical roadblocks, managing resources efficiently, and fostering cross-functional collaboration. I am committed to continuous learning, strategic planning, and delivering user-centric features that drive business growth.

EDUCATION

Classic Private University
Bachelor's degree
Field Of Study - Advertising & Public Relations

Classic Private University
Bachelor's degree
Field Of Study - Software Engineering

WORK EXPERIENCE

JOBHOUND.MT - JOB BOARD & ATS
CTO/CPO - *From Dec 2023*

As the Chief Technical and Product Officer at Jobhound, I lead the development of an advanced job board platform tailored for the Maltese market, integrating a seamless user experience with a sophisticated Applicant Tracking System (ATS) with AI boosted features. My role merges technology, product innovation, and business strategy to enhance Jobhound's market position.

Key Responsibilities:
- Guide the platform from concept to market launch, tailored to the Maltese/EU employment sector's needs.
- Spearhead the software development lifecycle, emphasizing cutting-edge technology and user experience.
- Ensure an efficient, scalable development process that meets market demands.
- Oversee technology infrastructure to ensure scalable, secure, and cost-effective solutions.
- Lead market research and feedback analysis to inform design and feature development, aligning with user needs and UI/UX trends.
- Collaborate across teams to maintain a unified product development approach, fostering a culture of innovation and excellence.

My goal is to leverage my expertise in technology and product management to establish Jobhound as a leader in the job platform market, delivering maximum value to both jobseekers and employers in Malta.

TEN.GG - THE ESPORTS NETWORK LIMITED
Chief Technology & Product Officer (CTPO) - *From Jan 2022*

Combining the roles of Chief Technical Officer and Chief Product Officer, I bridge technical, product, and business teams. TEN.gg is a major platform in the gaming industry featuring an AI-boosted job board, ATS, service marketplace, and business directory, all built on microservice cloud architecture with a BFF API gateway.

Key Responsibilities:
- Guide products from conception to production, ensuring timely delivery.
- Conduct technical and market research, gather user feedback and analytics data, and translate insights into actionable tasks.
- Lead design sessions, create wireframes, and develop prototypes.
- Oversee technology, infrastructure, and security, including tech writing and documentation.
- Create, maintain, and optimize technical policies and standarts.
- Generate user-centric features and monetize them effectively.
- Manage roadmapping and release planning.
- Conduct technical interviews and create a competency matrix with a gradation system.

COURSES AND CERTIFICATIONS

Professional Scrum Master™ (PSM I)

Google Project Management Certification

Software Product Management

English Certificate - Proficient by EF SET

Algorithms course by Standford Online

Machine Learning by University of Washington

Blockchain Basics by University at Buffalo & The State University of New York

Agile with Atlassian Jira

Entrepreneurship by Wharton University

Scrum Master Certification

Gamification by Wharton University

Brand Management: Aligning Business, Brand and Behaviour by University of London

Machine Learning for Healthcare course by Standford Online

ETEAM, INC.
Project Manager / Business Analyst - *Jan 2021 – Jan 2022*

I worked with a team to develop a Low Code Platform, creating an easy-to-use online platform and simplified custom programming language. This innovation enabled business managers to create sophisticated business and analytics apps without IT involvement. Also, with other team we developed and launched a unique women's health tracker app on the App Store and Google Play.

Key Responsibilities:
- Translate high-level product requirements into feature specifications.
- Lead product development and customer integration activities.
- Define the technical product strategy and roadmap.
- Manage project timelines and risks.
- Conduct discovery phases, market/competitor research, and project estimations.
- Implement Agile frameworks and oversee people management.

MOHIO SPORTS GMBH
Program Delivery Manager - *Apr 2019 – Dec 2020*

I was in charge of the full cycle of product/project management, overseeing company products operating in 35 countries, including B2B CRM, streaming platforms, new games, legacy products, and cashier software. Additionally, I led third-party game, software, and feature integrations, conducted industry research, developed UI with detailed wireframes, led brainstorming sessions, and collaborated with stakeholders globally to invent new functionalities.

Key Responsibilities:
- Managed end-to-end product and project lifecycles across multiple platforms and distribution channels.
- Conducted industry research, developed UI wireframes, and led brainstorming sessions.
- Integrated and optimized Agile workflows (Scrum/Kanban) to improve efficiency and optimize work processes.
- Prioritized user stories for maximum value.
- Engaged in regression testing to ensure product quality.
- Exhibited at ICE London 2020, the largest gaming exhibition.
- Wrote SEO-focused gaming blog articles, achieving top Google rankings and boosting company visibility.

ABSOLUTE WEB SERVICES
Senior IT Project Manager - *Sep 2018 – Feb 2019*

I led major E-Commerce projects for renowned brands like MigVapor and Capezio, overseeing full lifecycle development and support of custom Magento 1/2 Enterprise platforms for the US market. I managed a high-performing team of 35+ specialists across all disciplines (Front-End, Back-End, DevOps, QA, UX/UI), optimizing workflows to deliver high-quality outcomes. My responsibilities included defining user stories, refining Jira workflows, ensuring seamless release management, and conducting training on UX/UI, Frontend UI, and SEO. This was a short-term contract.

IT COMPANY & DIGITAL AGENCY "SHTURMAN"
Creative Director / Lead PM - *Sep 2017 – Sep 2018*

I successfully led over 80 projects for major brands, encompassing consultations, brand development, and cross-functional team management (PMs, designers, SEO/PPC specialists, developers). Drove high client satisfaction by ensuring exceptional service levels and conducting strategic negotiations with top managers. Provided crisis management for large-scale projects, implemented team training programs, and coached project managers, overseeing up to 50 specialists.

RECENT RECOMMENDATIONS

VICTORIA GONCHAROVA
June 15, 2022

PMP, Head of PMO at eTeam | VP of Academic Outreach at PMI Ukraine Chapter

I was a Head of Project Management Office Rasim was a part of during one year. We launched two projects with Rasim, using different budgeting approaches and both projects were delivered successfully.Rasim is a very skilled and talented manager with high attention to both teammates and Client needs, a willingness to know and understand all project scope details, and a desire to do his best to bring as much value as possible on time.I really enjoyed our collaboration and am proud of Rasim's current success as CTPO.

HANS PETER WOLFF
January 26, 2022

CTO at Nedyx Software GmbH, a SaaS Based Low Code Software

I worked with Rasim for about one year, and enjoyed our collaboration very much. He has a very professional approach, is highly reliable in every aspect, and has great communication and collaboration skills, effectively applied in our multi-regional team. As a project manager, he kept the project running and ensured that we achieved more than expected during this time. In addition, I can't remember a colleague with shorter response times in my career.

ANDREAS NEUBAUER
December 17, 2020

Founder & CEO at MOHIO Sports

I have known and worked with Rasim for over one and a half year and consider him to be highly professional, dynamic and proactive as well as imaginative and resourceful. I have often been impressed with the creativity and alacrity he displays when tackling difficult problems and tasks. I can honestly say it is a pleasure to know and work with Rasim

CORE SKILLS & TOOLS

MANAGEMENT
Project Management
Product Management
Engineering Management
Delivery Management
Program Management
C-Level Management
Design Thinking
Product Design
UX/UI Design
Business Analytics
Agile: Scrum, Kanban, SAFe
Product Owner
Scrum Master
Market & Competitor Research
Waterfall
Leadership
SDLC
Entrepreneurship
Crisis Management
People Management
Quality Assurance

SOFTWARE
Jira
Confluence
Bitbucket
Gitlab
Github
Trello
Asana
MS Office
MS Project
Microsoft 365 for business
Postman
Adobe Suite
Figma
Analytics tools
SEO tools
Wireframing tools
Docker
Kubernetes
New Relic
VS Code
PHP Storm

MY QUALITIES

Continuously self-developing, ethical, empathetic, adaptable, hard-working, responsible, proactive, sociable, enduring, and attentive.

IT COMPANY & DIGITAL AGENCY "SHTURMAN"
Senior Project Manager *- Feb 2017 – Sep 2018*

Managed up to 20 projects simultaneously, leading multiple teams and overseeing all stages from pre-sales and estimation to post-launch support. Excelled at client communication, conducting daily negotiations and ensuring project alignment with business goals. Designed detailed wireframes and UX architecture to optimize user journeys, resulting in engaging and effective digital experiences.
Domain Experience: Gained valuable experience developing online builders for e-commerce and printing industries, along with corporate websites, marketplaces, dating platforms, and other mobile apps.

EXPAT LAWS - IT TROPICO
Product Manager / UX Designer *- Sep 2016 – Jun 2017*

I managed multiple products, including Expat Laws, Delivery Map Service, and Political Exchange Platform. My role included developing business plans, naming products, hiring remote employees, integrating Scrum methodology, and wireframing. I led three outsourced teams, collaborated with the CEO and stakeholders, conducted marketing research, and managed product backlogs and sprints. I also tested product interfaces & functionality.

Key Responsibilities:
* Managed multiple products and developed business plans.
* Hired remote employees and integrated Scrum methodologies.
* Created wireframes and led three outsourced teams.
* Led market research initiatives and brainstorming sessions to inform product strategy.
* Managed product backlogs, sprints, and tested product interfaces.

BASTARD STUDIO
Founder, CEO *- Dec 2015 – May 2019*

I founded Bastard Studio, an outsourcing company now run by my partners, and oversaw its full management. My responsibilities included project implementation, client negotiations, budget calculations, hiring and training remote employees, and establishing contracts and partnerships. I also directed the creative aspects of the business, leading to the company becoming an almost fully automated income-generating entity.

Key Responsibilities:
* Managed full operations, including project implementation, client negotiations, and budget management.
* Hired, trained, and managed remote employees.
* Established and maintained strong partnerships with companies such as Lead Point, BBF Media, Zlodei, CaseStudy, Shturman, Navix, and Lapitsky Media Network.
* Advised on creating promo sites, E-commerce platforms, and brand positioning for major brands like Global Spirits.
* Developed Case Library, a unique book-like case brand, from scratch, including its business plan, making it popular in the US.

SUPERMARKET OF BEDS "KROVATKI"
SEO-Specialist, Web Developer *- 2014 – 2015*

I focused on SEO promotion for multiple websites selling children's room products, primarily Krovatki.biz. My role included compiling a semantic core, setting up meta tags, writing sales texts, and handling link building through both manual methods and purchasing links on relevant resources. I also installed, configured, and expanded functionality on CMS Opencart, worked with plugins and extensions, and modified PHP, CSS, HTML, and JS to enhance site functionality.

...AND 5 YEARS OF FREELANCE IN IT AS A WEB DEVELOPER.