



MAXIM LANGMAN

Head of R&D • Software Engineering Manager

Seeking a senior leadership position, such as VP, Director or Head of R&D or Group Lead where I can establish and lead high-performing software teams and drive the development of impactful and innovative technology solutions.

EXPERIENCE

CONTACT INFORMATION

📍 Petah Tikva, Israel

☎ +972-54-4753970

@ maxim.langman@gmail.com

🌐 linkedin.com/in/maximlangman

🌐 www.maxim-langman.com **NEW**

OVERVIEW • SUMMARY

LEADING R&D TO SUCCESS

Result-oriented Head of R&D with over 20 years of experience in software development and 11 years leading in-house and offshore software development teams and groups. Expertise in latest and greatest best practices, and project management. Skilled in AWS and ensuring HIPAA/GDPR compliance. Strong communication skills and a strategic approach to software development and change-agent mindset. Proactive. Vision-driven.

Microservices architecture • Cloud deployment • AWS expertise • Leadership • Customer Facing • Managing Managers • Direct Management of up to 15 Software Developers

LANGUAGES

🇺🇸 English ★★★★★

🇮🇱 Hebrew ★★★★★

🇷🇺 Russian ★★★★★

🇺🇦 Ukrainian ★★★★★☆

DIRECTOR OF R&D

09/2021 - 12/2024

APOSHEALTH {Medical, Healthcare, US/UK} aposhealth.com Tel Aviv, Israel

FDA-approved foot-worn medical device that reduces chronic pain. B2C.

- Directed all software development operations and built the software engineering group from the ground up. Reporting to CTO.
- Hired employees and managed 4 software development teams, both in-house and offshore (Ukraine, Poland, Georgia, Hungary, Portugal, Canada, Czechia).
- Organized development process. Accountable for task management.
- Oversaw the adoption of Agile practices.
- Mentored team leads (Front-End, Back-End, DevOps, QA), oversaw progress from requirements gathering to production & support. In charge of full SDLC.
- Led R&D teams in meeting project timelines and budgets through effective project planning & execution. Defined scope and phases to achieve team goals.
- Fostered a culture of ownership, accountability and initiative.
- Designed and implemented core backend solutions and innovative features
- Responsible for HIPAA/GDPR compliance implementation
- Worked with other stakeholders like customers, product management, clinical, data-science, finance, IT, CISO
- **Tech Stack:** Hands-on JAVA Spring Boot, React, React Native, TypeScript, MongoDB Atlas, Micro-services, AWS. Full Stack. Backend. Frontend. DevOps.
- **Notable accomplishment:** Achieved **on-time, on-budget product delivery** with a strong **focus on quality**

GROUP MANAGER

03/2017 - 08/2021

BIO-T {Medical, IoT, Global} biot-med.com

Petah Tikva, Israel

Platform to connect medical IoT devices to the cloud. B2B. SaaS. IaaS.

- Managed 5 projects for 5 different customers. Up to 3 in projects parallel.
- Guided team development efforts towards successful project delivery.
- Full SDLC: Oversaw development process from requirements & design to testing and deployment while making sure the teams were following agile methodologies and best practices.
- Mentored team leads in managing their teams. Onboarded new developers.
- Developed and maintained project plans to ensure alignment with customer requirements and objectives.
- Managed weekly meetings and reports to the customers
- Functioned as focal point for all customer requests. Professional Services.
- Hands-on deployment AWS environment, optimization, and automatization.
- **Tech Stack:** Hands-on JAVA Spring Boot, React/Redux, React Native, C#, MySQL, PostgreSQL, DynamoDB. Micro-services. Full stack. BE. FE. DevOps.
- **Notable accomplishment:** Delivered 3 projects **from inception to full production and satisfied customer.**

SKILLS

Leadership • Ownership • Adaptability • Accountability • Reliability • Excellent Communication Skills • Entrepreneurial Spirit • Managing a Team • Managing a Group • Continuous Improvement • Business Requirements • Startup Scaling • Mentoring • Managing Managers • Project Management • Risk Analysis • Budget Management • Timeline • Team Building • Product Innovation • KPI • Executive Level • Startup Scaling • Building R&D Team • Cross Functional • Strategic Thinking • People Management • Decision Making • Problem Solving • Remote • Metrics • Development • Strategy • Resource Allocation • Organization • Code Review • Hiring • Firing • Full Stack • Architectural Design • Technical Expertise • Hand-on • Process Optimization • Full Software Development Lifecycle • Delivery-Oriented • Result-Oriented • Customer-Oriented • Collaborative • C-Level • Vision • Roadmap • Tech Lead • Coder • Architect • Quick Learner • Focused Under Pressure • SDLC • Computer Science • Interpersonal Skills

Object-Oriented Design • Object-Oriented Programming • Software Design Patterns • Architecture Best Practices

JAVA • Spring Boot • React, Redux • React Native • Typescript • Javascript • C# • ASP.NET • .NET • Unit testing • IoT • Client-Server • Multi-threading • Multi-tier • WCF • WPF • Web API • Web Design • Integration • REST • GraphQL

SQL • NoSQL • MS SQL Server • SQS • BI • MongoDB Atlas • MySQL • PostgreSQL • Stored Procedures • Triggers • ERD • Elasticsearch • Redshift • DynamoDB • Redis • MQTT • Athena • BigQuery • Hibernate • Transactions • Database Design

Microservices • Docker • Virtualization • Cloud • SIP • TCP/IP • Deployment and Infrastructure • Cloud-Native • SaaS • IaaS • Real-Time • Telecommunication • Networking • Web Services • Distributed Systems • Large Scale • DSP • Algorithms Integration • Performance Optimization • Fault Tolerance • Scalability • Sustainability

DevOps • AWS • GCP • Azure • CI/CD • Kibana • ELK • Continuous Integration • Continuous Deployment • Continuous Delivery • Kubernetes • Firebase • Grafana • Terraform • Jenkins • Github Actions • Continuous Integration • Logging • Monitoring

Visual Studio • IntelliJ • TFS • SourceSafe • Github • Git • Bitbucket

JIRA • Scrum • Waterfall • Ceremonies & Agile Methodology Implementation

HIPAA • GDPR • ISO • PCI DSS • Security • Healthcare • Medical • FDA • Encryption • Acquiring • Ad Tech

Director of Engineering • Director of R&D • Software Development Manager • VP R&D

LEAD DEV ENGINEER

07/2015 - 10/2016

SAFECHARGE {Finance, Acquiring, Global} nuvei.com

Ramat Gan, Israel

Global provider of payments services and risk management B2B. SaaS

- Responsible for acquiring project. Infra to web. Risk, reports, OOP / OOD.
- Backend development and ongoing innovations, designing and implementation of core backend functionality and front-end features, unit testing and deployment. Async Proxy to Credit Card infrastructure.
- Tech Stack: C#, MS SQL Server, WCF, Stored Procedures, Multithreading.

LEAD DEV ENGINEER

07/2014 - 06/2015

WIDDIT {AdTech, Monetization, Global} widdit.com

Bnei Brak, Israel

Platform for developers to boost apps engagement and monetization. B2C

- Responsible for building server-side software. Integration and optimization.
- Software design. Implementing new technologies. Developing Web and Win apps, both client-server and stand-alone. Full stack
- Tech Stack: WCF, Web API 2, HTML, JavaScript, CSS, jQuery.

GROUP MANAGER (2Y)

02/2008 - 04/2014

TEAM LEAD (2Y)

SOFTWARE ENGINEER (2Y)

WIDEMED {Medical, Healthcare, US} widemed.com

Hertzeliah, Israel

Bio-medical signal diagnostics and treatment development. B2B

- Managing 3 teams of software developers, QA, and algorithms engineers.
- Responsible for full development lifecycle, code and document reviews, software development strategy, new technology implementation, highest level of customer support, projects evaluations.
- Account management. Product and Project management. Customer facing
- Tech Stack: .NET, C#, ASP.NET, MS SQL Server, BI, ETL

QA & DEV ENGINEER

12/2005 - 02/2008

AT&T {Communication, Global} il.att.com

Airport City, Israel

Web-conferencing, VoIP solutions. B2B

- QA, Automation and Integration Tools. Testing Management Platform
- Tech Stack: Web app, C#.NET, ASP.NET, JavaScript, MS SQL Server + SPs

EDUCATION & COURSES

BACHELOR OF SOFTWARE ENGINEERING (B.Sc.) 2000 - 2004

Sami Shamoon College of Engineering sce.ac.il

Beer Sheva, Israel

SOFTWARE DESIGN PATTERNS

2010

ISTQB (QA Qualification)

2007

OTHER

MILITARY SERVICE (IDF, Signal)

11/1997 - 10/2000