



# Petr Stankin

Product Team Lead (Go)

## PROFILE

Product team lead working in Go. In commercial software development since 2021, **leading a team at X5 Digital for 2 years. Moved the team from Node.js to Go**, built the processes and brought AI agents into development: **time-to-market dropped from 120-150 to 60 days**.

I own the people, processes and architecture of my domain. **I make the key technical decisions myself**, while code-level decisions in our three development areas are led by strong engineers I have grown to that level. This lets me stay focused on hiring, growing the team and delivering business results.

## KEY RESULTS

- **Time-to-market 120-150 → 60 days**: requirements are shaped through DDD modeling with product, and development runs in parallel under contract first.
- **Regression testing 2 days → 20 minutes**: manual testing replaced with automated tests in CI.
- **Team moved to Go**, one of the first in the company; **7 services launched from scratch**.
- **50% of the courier monolith moved out** into Go services with no production outages: traffic is switched with feature flags that can be rolled back.
- **Loyalty program for 50,000 couriers** with a positive effect on retention.
- **Zero voluntary attrition**: nobody has left of their own accord in 2 years. **4 hires**; I parted ways myself with those who could not keep up.
- **AI agents in daily development**: all code is written through an agent, and a new hire is set up and working within 1 day.

## WORK EXPERIENCE

### X5 Digital

April 2024 - present (2 years 7 months)

#### Team Lead (Courier Domain)

September 2025 - present

Courier domain: courier hiring, loyalty program and rating, regulatory reporting, breaking down the courier monolith. Team: 3 backend, frontend, Android, QA.

- **People**. Rebuilt the backend team and moved it to Go: hired a strong Go developer, retrained a developer from Node.js, and grew a systems analyst into a backend developer. Introduced individual development plans (the company has no such practice), regular one-on-ones, and a team star map. Preparing a successor from a middle+ developer.
- **Architecture**. I make the key technical decisions: moving to Go, DDD and Clean Architecture, contract first, feature flags, moving logic from the Android app to the backend. Code review and code-level decisions are led by developers in each area.
- **Processes**. Moved the team from Kanban to two-week sprints. Capacity-based quarterly planning with product and Gantt charts; requirements shaped through event storming and domain modeling. Rebuilt the on-call process.
- **Quality**. Almost eliminated manual regression: automated tests in CI, unit test coverage checks, and QA validates scenarios as early as the modeling stage.

## CONTACTS

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Moscow, remote, full-time

## KEY SKILLS

- People management
- Hiring and firing
- One-on-ones and development plans
- Team succession
- Scrum, quarterly planning
- Architecture: DDD, Clean Architecture
- Contract first, feature flags
- Microservices and monolith breakdown
- Highload: 300,000+ orders per day
- Adopting AI agents

## TECHNOLOGIES

- Go
- gRPC
- Protobuf
- Node.js
- TypeScript
- NestJS
- Kafka
- RabbitMQ
- MongoDB
- PostgreSQL
- ClickHouse
- Redis
- Docker
- GitLab CI
- Grafana
- Kibana

## EDUCATION

Lobachevsky State University of Nizhny Novgorod, 2021

Economics and Business Management

## COURSES AND CONFERENCES

- 2026 Development Team Management, Yandex Practicum
- 2025 HighLoad++ 2025, attendee

- **AI agents.** Internal framework with corporate LLMs, the Letta agent and MCP connections to the task tracker, Grafana, Kibana and GitLab. The agent writes the code and does the first review; a human does the final one.

## Projects

- **Courier loyalty program and rating** (Go, gRPC): 50,000 couriers, up to 100 events per courier per day, rollout by delivery zone with A/B tests, rating moved out of the monolith into a separate service.
- **Breaking down the courier monolith** (Go): my team took on another team's legacy code, new logic is built next to the old one, and traffic is switched with percentage-based feature flags.
- **The domain's first BFFs** for the courier mobile app and the admin panel (Go): all delivery teams will use them.
- **Courier self-registration, surveys, regulatory reporting** (Vue 3, NestJS): hiring as a new domain for the team; courier geodata sent to the regulator with personal data hashed.

**Stack:** Go, gRPC, Protobuf, OpenAPI, Node.js, NestJS, Kafka, MongoDB, Redis, MinIO, Vue 3, Grafana, VictoriaMetrics, Docker, GitLab CI

## Team Lead (3PL)

November 2024 - September 2025

Player-coach lead of the third-party delivery integration service: **300,000+ orders per day**, 5 partners. Team: backend, QA, systems analyst, product manager.

- Breaking down product tasks, code review, technical requirements and service architecture, quarterly planning and backlog.
- **Hiring:** parted ways with a developer who did not pass probation and filled the role with a strong candidate.
- Introduced **one-on-ones** and an **on-call process**, which the team did not have before.
- Projects: tracking of partner couriers, filtering couriers by ML forecast, layered architecture refactoring, unit tests, a single alerting standard.
- **Handed the service over** to another team with documentation and a knowledge base.

## Backend Developer (Node.js)

April 2024 - November 2024

Third-party delivery integration service (3PL): **300,000+ orders per day**, 5 partners with different APIs, webhooks and cron polling, scaling via RabbitMQ, events via Kafka.

- **Stabilization.** The service regularly went down in production. Reworked the architecture, moved partner requests to parallel processing, added batching, tracing, metrics and alerts.
- **Partner rating.** Instead of a hardcoded order, each request goes to the partner that performs best in that specific delivery zone.
- **Universal API** for connecting new partners without a dedicated integration.

## Middle Backend Developer · Control Systems North-West JSC

March 2023 - April 2024

BI system core: SQL generation from configs, ClickHouse, NestJS.

## Backend Node.js Developer · Freelance

January 2021 - March 2023

Microservice projects: e-commerce, NFT marketplace, real estate platform.

## CEO · PTK 47 LLC

November 2019 - January 2021

Ran the company, negotiated with key clients.

## Sales Manager · OBI FC LLC

August 2016 - February 2019

**2025** TeamLead Conf 2025, attendee

**2022** Backend Node.js Developer, Netology

## LANGUAGES

Russian: native

English: B2

## PODCAST

Digital Heads on YouTube:  
youtube.com/@d\_heads