GEORGE SUDARKOFF

george@sudarkoff.com
https://linkedin.com/in/sudarkoff
+1 (408) 505-7279
Campbell, CA

ENGINEERING LEADER AND COACH

NOTABLE ACHIEVEMENTS

Transformed engineering culture, technology, and practices at SurveyMonkey, which scaled the engineering from half a dozen manual releases per week, each requiring significant downtime, to continuously deploying to production with zero downtime and dramatically fewer incidents, allowing SurveyMonkey to grow into a successful publicly traded company.

CAREER HISTORY

Consultant, Executive Coach

Authentic Authority | 2019-Present

- Coached 200+ tech executives in organizational design, change management, interpersonal communication, conflict resolution, psychological safety, building inclusive organizations, developing talent, and many other leadership topics.
- Facilitated 360-degree feedback assessments and created customized curriculums focused on client goals.

Co-Founder, CTO

Boatzilla | 2019–2021

- Co-founded and led the SaaS start-up through all stages. Assembled the executive team of industry veterans, validated product-market fit, hired staff to build MVP, and raised seed money.

Engineering Manager
(acting as Director of Engineering)

SurveyMonkey | 2014–2019

- Transformed a siloed engineering culture, replacing infrequent manual releases and low availability (<99%) with continuous deployment, automated testing and decentralized DevOps, resulting in **99.99%** availability.
- Overhauled Incident Response, bringing Mean Time to Restore from multiple hours down to mere minutes— ~**20x** reduction.
- Led cross-functional teams in migrating production infrastructure from physical data centers to public cloud.
- Built a highly productive neuro-inclusive engineering organization.

AREAS OF EXPERTISE

✔ Excellent communication

✔ Expert knowledge of SDLC

✔ Agile methodologies: Lean, Kanban, Scrum

✔ Software as a Service (SaaS)

✔ Cloud Computing, AWS

✔ Continuous Integration and Delivery

✔ Org. design, Team Topologies

✔ Collaborative team building

✔ Risk management, budgeting, decision-making

✔ Coaching, mentorship, cultivating leaders, developing talent

✔ Scaling teams through rapid growth

EDUCATION

MS in Systems Engineering (Minor in **Psychology**) | Altai State Technical University

Certified Scrum Master | Scrum Alliance

Certified Coach | Tiny Habits Academy

Senior Staff Engineer
VMware | 2012–2014

- Led 3 engineering teams through the software development lifecycle. Managed prioritization and overall development strategies while providing subject matter expertise.
- Improved the performance of VMware vSAN product by **3,000%** by optimizing the calculation of data object placement using the Roulette-Wheel Selection via Stochastic Acceptance algorithm.

Staff Engineer, Technical Team Lead
Juniper Networks | 2009–2012

- Led 2 engineering teams responsible for the design and development of all internal tools to support Agile business and software processes.
- Migrated a monolith written in Java, which required a 2-hour downtime for each release, to a microservices architecture written in Python, which required zero downtime to deploy.

Founder, CTO
Bitcomber | 2008–2009

- Built a SaaS for generating comprehensive travel packing lists based on the destination, means of transportation, type of accommodation, and so on.
- The service was featured in Oprah magazine and on the Kim Komando show.

Member of Technical Staff
VMware | 2007—2008

- Proposed and implemented numerous improvements to the VMware's host management layer, software process, and development tools.
- Designed and implemented in C++ the update management system.
- Contributed to implementing address space layout randomization (ASLR) for kernel and many other C and C++ components.

Senior System Software Engineer
Ixia | 2006—2007

- Re-designed and re-implemented the legacy C++ serialization library used across the entire IxOS-based product line. The new library improved the performance by **4,000%**, allowed a wide window of maintenance-free API version tolerance, and reduced the amount of boilerplate serialization code for new data types by a whopping **70%**. The best part—20 years later the library is still widely used and is virtually unchanged.

Senior Software Engineer
Applied Materials | 2000—2005

- Designed and implemented numerous parts of the electron-beam wafer inspection tool. As well as coordinated efforts to refactor various legacy applications and libraries. Completely redesigned and reimplemented the wafer alignment algorithm which reduced the alignment time by **400%** and made it possible to use the tool in production.