

KEVORK AGHAZARIAN

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I am a full-stack IT professional with over 15 years of experience both developing and leading in the Web, and IT industry. My unique experience of both owning businesses, and being an important part of many others, affords me the ability to bring a lot of value to companies, teams, and projects I become a part of. I enjoy collaborating, problem solving, team management, technical business development, machine learning, and of course, programming. I thrive on new technical challenges, and love working with and managing people.

KEY SKILLS AND COMPETENCIES

Technical		Managerial
PHP, Javascript, Node.js, HTML 5, CSS3, jQuery, Mootools,	Git/Github, JIRA/Atlassian, Asana, Redmine	Team Management (remote/local)
MySQL, NoSQL, Couchbase, N1QL, ElasticSearch, Memcached, Redis	Server Administration (Debian, CentOS)	Mentoring, Leadership
Machine Learning, A.I.	PayPal, SWREG, Paysafe, Netbanx, Moneris, 2Checkout	Business Management
Web Crawling, Data Modeling, Data Scraping, SEO	Adobe Suite, Microsoft Office Suite, Window, Linux, Mac	ITIL Certified
OsCommerce, Volusion, Magento, eCommerce, Online Marketplaces	DDoS Mitigation and Prevention	SCRUM Certified

EXPERIENCE

eQualitie | Montreal, Quebec

Chief Technology Officer 2019 – Present

eQualitie has been providing website security services for over 7 years, specifically in the domain of Distributed Denial of Service (DDoS) mitigation & deterrence. Their main focus is protecting civil society's voice online from digital censorship by nefarious actors, whether they be governments, or criminal organizations. Worked with, and reported directly to the Head of IT.

- Work with, and report directly to the CEO.
- Lead local, and remote teams of SysOps/DevOps engineers, developers, and support specialists.
- Set priorities and guide technical teams in maintaining and improving eQualitie infrastructure.
- Work with the AI team in developing advanced attack signature detection systems.
- Interact with partner organizations on how they can leverage EQ technology to protect their systems.
- Assess team composition, and hire new team members when needed.
- Implement new procedures for better and more efficient workflow.
- Research new technologies, methods, and services, and work on implementation plans when necessary.
- Conduct performance reviews. Core technologies

Core technologies I work with regularly: Unix, Nextcloud, Mattermost, Mumble, Redmine, Jitsi.

Centre Solutions | Montreal, Quebec

IT Operations Manager 2018 – 2020

Centre Solutions provides IT and development services to some of the internet's most highly trafficked websites and companies. Development services are centered around e-commerce and payment processing, while IT services range from infrastructure planning, to on-premises hosting.

- Worked with, and reported directly to the Head of IT.
- Lead local, and remote teams of system administrators, and support specialists.
- Assessed team composition, and hired new team members when needed.
- Worked on external and internal client projects.
- Introduced new company procedures when dealing with ITO.
- Implemented new procedures for better and more efficient workflow.
- Helped plan and implement new internal projects.
- Acted as a mentor for employees, and helped them realize personal and work goals.
- Researched new technologies, methods, and services, and worked on implementation plans when necessary.
- Conducted quarterly performance reviews.

Core technologies I work with regularly: Atlassian Stack, Cisco Systems, Linux (Debian 8-9), Mac, Windows.

Azzimov Corp. | Montreal, Quebec

Technical Director 2012 – 2018

Azzimov is an E-commerce Marketplace & Search Platform powered by Artificial Intelligence.

- Worked with, and reported directly to the CTO.
- Directly managed R&D, and Production teams (18 engineers, designers, and system administrators).
- Helped grow the company to over 25 developers, designers, administrators, and managers. (starting from 3)
- Lead Architect on Azzimov's Search and Marketplace platform, designing how the different systems would interact with each other, how they would function, and which technologies they would use.
- Planned, Designed, and Developed Azzimov's Data Systems, which were responsible for all product & user information entering or leaving the Azzimov Platform.
- Planned, and implemented both B2C and B2B platforms. (as well as B2B2C)
- Took part in machine learning for data distribution networks.
- Worked with the A.I. team to build and maintain Azzimov's proprietary learning algorithms.
- Managed project resources, timelines, and budgets, to make sure teams were progressing as expected.
- Decided which new technical employee positions the company needed, and held interviews with potential candidates.
- Performed employee evaluations on an annual basis, and did frequent one-on-ones to make sure employees were progressing, and evolving.
- Participated in, and held SCRUM meetings.

Core technologies I worked with regularly: PHP, Couchbase, MySQL, ElasticSearch, Node.js, Javascript, JIRA, Github, Azure Cloud, Unix.

Vanier College | Montreal, Quebec

Advisory Council Member 2009 – 2019

Vanier College is an English public Cegep that has welcomed students since 1970 to its congenial tree-shaded campus that blends tradition and modern facilities.

- Work with faculty and board members to revise web-related technical courses, to ensure they meet the standards and expectations of the industry.
- Speak with faculty directly, about what students should expect, and what competencies they must have when they graduate.
- Visit the graduating class every year, to lecture about what to expect in their upcoming careers, and hold Q&A sessions.

Private Tech Incubator | U.S.A.

Interim CTO 2015 – 2016

This private tech incubator specializes in micro-investments to help fund tech businesses located in the USA.

- Took ownership and control over the tech plans of the current clients of this tech incubator.
- Advised board members of how tech companies should be evaluated in terms of market value, appeal, and viability.
- Spoke with major investors during investor meetings, and presented new tech companies for potential funding.
- Managed a completely remote team, with people connecting from all over the United States, and Europe.
- Helped form expansion plans for the company, and helped select my permanent replacement as CTO.

Pezus Web Development Inc. | Montreal, Quebec

CTO, Co-Founder 2005 – 2011

Pezus was a web development and consultancy company, specializing in custom content management systems, and e-commerce.

- Worked on Pezus' business model, and the technical requirements.
- Setup project workflows, budget references, pricing, and resource requirements.
- Interviewed potential employees, designed and reviewed technical interview exams.
- Met with investors and venture capitalists for initial and second-round funding of internal projects at Pezus.
- Regularly met with clients (existing and potential) to go over contracts, job progress, technical needs, and budgeting.
- Hands-on development of numerous dynamic websites.
- Helped build-up a company of 10 employees who worked on-site or remotely.
- Designed MySQL databases, and built profiling scripts to test DB performance.
- Developed an in-house micro framework for PHP which was used in all projects, and allowed for more efficient development.
- Was also a part of planning and designing user interfaces and experiences.
- Developed many internal projects, including a browser-based 2D interactive game.

Core technologies I worked with regularly: PHP, MySQL, XHTML, CSS, Javascript, Mootools, Memcached, PayPal, Unix.

LANGUAGES

- English (Native/Fluent)
- French (Full Professional Proficiency)
- Armenian (Native)