

# Ekaterina Zemtseva

10+ years leading software delivery in fintech, biotech, and clinical research — turning process debt into measurable delivery gains.

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## Summary

Senior Project Manager with 10+ years leading software delivery in fintech, biotech, and clinical research. Cut Insilico Medicine's release cycle from 12 weeks to 2 weeks while reducing production bugs by ~80%; turned around a struggling fintech delivery team at Brain Rocket from 14% to 71% on-quarter delivery in a single quarter. Led cross-functional teams of up to 13, managed accounts with a 100% renewal rate, and built AI-driven automation initiatives at scale (700 agents deployed across 150 participants). Skilled in Agile/Scrum/Kanban, remote team leadership, and turning process debt into measurable delivery gains.

## Skills

### Agile Methodologies

Scrum, Kanban

### Project Management Tools

Jira Software & Service Management (admin), Confluence, Instagantt, Miro, Figma, Google Suite

### People Management

Onboarding, offboarding, 1:1s, coaching, facilitation, retrospectives, OKRs, conflict resolution, performance reviews

### Product Development

Requirements gathering, data analysis (SQL, PowerBI, Grafana), CJM, USM, product metrics

### Customer Success

Customer support, relationship building, contract & change management

### Developer Tools

Git, Postman, Swagger

### AI Tools

LLMs, Dify.ai (AI agents/workflows), Vercel v0 (prototyping), Synthesia, Claude Code (Skills, simple web apps)

## Professional Experience

### Senior Project Manager — Brain Rocket

Jan 2026 – Jul 2026

*Global company building end-to-end tech products for Fintech, iGaming, Marketing*

- Led a cross-functional engineering team of 13 (5 backend engineers, 3 frontend engineers, 2 Flutter developers, 3 QA) delivering web applications for corporate bank clients and bank operators, plus a mobile app for personal banking clients
- Built the release process from scratch across both web applications (backend and frontend), including User Story preparation for estimation, design lifecycle, and capacity planning
- Turned around delivery performance in one quarter: from **14% to 71%** of planned items completed, cutting effort deviation from over 100% to under 20%
- Coordinated release readiness across security (penetration/security testing), stakeholder (permissions and account access), DevOps (environments, CI/CD pipelines), and CRM (email notifications) teams
- Introduced retrospectives, sprint demos, and roadmap reviews; ran weekly reporting on capacity, scope progress, and change management

### Project Manager — Insilico Medicine

Mar 2023 – Dec 2025

*Generative AI-driven biotech company*

- Transitioned release cadence from quarterly to bi-weekly, cutting the release cycle from ~12 weeks to **2 weeks** and shipping 25+ product versions on the accelerated schedule
- Built regression/smoke test suites and implemented CI/CD + Terraform, reducing production bugs by **~80%**
- Built and led a team of 8 (2 backend, 2 frontend, designer, analyst, QA, DevOps); recruited a BA + 3 engineers
- Took over an established team of 13 with mature workflows and a strong Tech Lead; introduced changes that improved sprint predictability
- Led 3 team reorganizations while maintaining business continuity during active development and rapid prototyping phases
- Facilitated effective communication across global remote teams (China, UAE, Canada), introducing asynchronous communication principles to improve collaboration
- Established end-to-end processes for a small team on a side product, including Jira project setup, communication plan, roadmap, and continuous planning
- Led a company-wide initiative deploying 700 AI agents across 150 participants in 2 months, building durable AI-automation assets for the company; introduced weekly usage monitoring across the agent portfolio
- Administered Jira Software and Service Desk from scratch, standardizing boards, workflows, and automation across the department

## Senior Project Manager — Genestack

Jul 2020 – Mar 2023

*Life Science Data management platform for bioinformaticians and biotech companies*

- Customer-facing PM/Account Manager; PM on a joint project with JetBrains; Head of PM department (2 direct reports)
- Delivered 3 feature-implementation projects (8, 4, 2 months), on time and on budget
- Managed 5 accounts across Biopharma, Agriscience, and Consumer Goods; all 5 renewed their contracts with consistently high satisfaction scores
- Improved the budget tracking system, cutting report generation and completion time from **1 day to 1 hour** while increasing accuracy
- Implemented a company-wide Customer Risk Management system, reducing risk-communication turnaround from **1 week to instant** and giving C-level a single source of truth for prioritizing action
- Improved customer support process, cutting SLA breaches from **~50% to under 10%**
- Implemented Sales → PM hand-over process, reducing project kick-off time from **2 weeks to 1 week**

## Project Manager / Head of IT PMO — BIOCAD CJSC

Jan 2015 – Apr 2020

*Full-cycle biotech company (oncology, autoimmune, and other disease treatments)*

- Chapter Lead of Business Analysis and Project Management, 23 employees
- Owned 40+ IT services across Legal, QA, R&D, Pharma Development, and Clinical Trials
- Rolled out FlexDatabases CTMS, Salesforce CRM, 1C ERP, and Alfresco EDMS across the IT landscape
- Improved IT service time-to-market by shifting architecture to SOA/MSA, reducing design and implementation time for each service through common, reusable data structures
- Developed 56 IT services for a no-code data management product, reaching almost the entire company as end users
- Implemented Confluence and Jira Software for outsourced product control and standardization
- Delivered PM training to 20–25 participants and led onboarding for a group of 5 newcomers into IT, all of whom went on to continue their careers in IT
- Developed and implemented standards: procedures and guidelines for business analysts and PMs, and requirements for in-house and ready-to-use software (DevOps, Contracts, InfoSec, GxP)

## Systematica LTD — Lead Consultant, Project Manager

2010 – 2014

*Lead Consultant (2010–2012), Project Manager (2012–2014)*

## Saint-Petersburg Stateinvest Organisation — Lead Developer → Head of IT Services

2009 – 2010

## Education

### Saint Petersburg State Polytechnical University

Faculty of Technical Cybernetics — Control Engineering and Informatics in Technical Systems, Engineer