

Alexander Belkavets

Delivery Manager · Head of PMO

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Minsk, Belarus (remote) · Belarus citizenship · Georgia B2B / sole-proprietorship — invoice-ready (USD/EUR) · Open to remote & relocation

PROFESSIONAL SUMMARY

Delivery Manager / Head of PMO-level leader with 12+ years running software delivery, program portfolios, and cross-functional teams up to 30 people — started as a developer, which keeps every process conversation grounded in what a team can actually ship. Built and ran a program-portfolio function reporting directly to CEO/Director level (ITRex Group), designed and launched a departmental Employee Engagement & Performance Management function from zero inside a licensed fintech's scaled Agile transformation (Paysera), then took full ownership of presales and delivery escalation for a services company's largest accounts (Itexus), lifting proposal-to-client conversion by 30%. Comfortable building process where none exists and owning the outcome when delivery is on the line.

CORE COMPETENCIES

Delivery & Program: Delivery Management, Head of PMO, Program & Portfolio Management, PMO Lead & Governance

Presales & Stakeholders: Presales & Solutioning, Escalation Management, Stakeholder & CEO/Executive Reporting

Process & Teams: Agile Transformation, Cross-Functional Leadership, Process & Framework Design, Departmental Build-out, Team Scaling (5–30+), Compliance-Driven Delivery (Fintech)

Tools & AI: AI-Augmented PMO Tooling, Jira, Confluence, GitHub, Claude, Codex, Gemini, Gamma

PROFESSIONAL EXPERIENCE

Independent / Fractional Engagement 05/2026 – Present

Delivery Consultant — Career Transition | Remote

Deliberate pause between engagements to reposition delivery/PMO narrative and complete applied AI-tooling upskilling for delivery practice

- Delivered a paid, fixed 2-week delivery-process audit for a European product company (CPO-sponsored engagement, sourced through LinkedIn content): diagnosed a broken cross-functional handoff as the actual root cause behind the client's delivery slowdown — not the estimation gap the team initially assumed — and delivered a corrective-action report; engagement paid in full.

Itexus 08/2024 – 05/2026

Delivery Manager · Presales & Client Escalation Lead | Remote

IT services / outsourced software delivery vendor

- Owned the full presales cycle end to end — solution scoping, proposal design, and sales-to-delivery handoff — and improved process efficiency through retrospective analysis, controlled experiments, and adoption of emerging AI tools (Claude, Gemini, Gamma); redesigned the handoff package, estimation template, and proposal template, lifting prospect-to-client conversion by 30%.
- Acted as the company's single escalation point for its largest and most complex client accounts, coaching and managing Project Managers and improving account-management practices while reporting delivery status directly to CEO/Director level.

Paysera 03/2023 – 05/2024

Head of Performance Management · EEPM Function Design & Launch | Remote

Licensed fintech — scaled Agile transformation

- Designed and launched the Employee Engagement & Performance Management (EEPM) function from zero as part of the company's shift to scaled Agile, defining the role's charter and governance across 8 development teams organized into 20–30-person value-stream units.
- Hired and onboarded the founding EEPM team, then built four core operating systems from scratch — structured one-on-ones, a skill-matrix-based career framework with personal development plans, IT hiring/firing protocols, and consistent performance reporting for executive review.

ITRex Group 03/2021 – 01/2023

Senior Project Manager / Unit Lead · Program Portfolio Leadership | Minsk

Software development & consulting company

- Owned a portfolio of client programs at Head-of-PMO scope — mentoring and managing a team of 5 Project Managers, acting as the escalation point, and reporting program status directly to CEO/Director level (no formal Head of PMO title existed, but the reporting line and scope did).
- Built the PMO's operating maturity from the ground up, introducing five new categories of process infrastructure — checklists, tooling, templates, policies, and delivery standards — across the program portfolio, while partnering with sales/presales to raise proposal quality and lead-to-client conversion.
- Mentored Project Managers one-on-one on escalation handling and delivery ownership — a practice continued informally to this day.

ScienceSoft 05/2019 – 02/2021

Senior Project Manager | Minsk

Software development & outsourcing company

- Managed a complex startup launch as the outsourced delivery partner's team lead, becoming the client's sole outsourcing partner while doubling the engaged team to 20+ and keeping client business goals and timelines on track.

EARLIER EXPERIENCE (2008–2019)

Senior Project Manager, Softeq (10/2016 – 03/2019, Minsk) — Delivered complex web, mobile, and embedded-technology projects for enterprise US and EU clients; contributed to presales activities and business-process/documentation improvements.

Technical Project Manager / Team Lead, TUT.BY Media (03/2011 – 10/2016, Minsk) — Same cross-department delivery and presales scope as above, spanning the transition from technical specialist to management track.

Web Developer, Acumium LLC (10/2008 – 10/2010, Madison, WI, USA) — Front-end and back-end e-commerce development for US clients; foundation for the later developer-to-management transition.

EDUCATION

Programmer/Analyst — Madison Area Technical College, Madison, WI, USA — 2005–2008

Telecommunications Engineer — BSUIR, Minsk, Belarus — 2002–2004

Russian — Native · English — Full Professional Proficiency (C1/C2) · French — Limited Proficiency