

Contact

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Top Skills

Predictable Delivery process
Presales
Project Delivery

Languages

Belarusian (Native or Bilingual)
English (Full Professional)
French (Limited Working)
Russian (Native or Bilingual)

Alexander Belkavets

Delivery Manager in Tech | Presales process expert | Predictable delivery process

Belarus

Summary

I help software agencies build predictable delivery, reduce client escalations, and tighten the gap between what gets sold and what actually gets delivered. With experience across multiple industries and tech stacks, I've supported both startups and enterprises in turning ideas into successful outcomes. Expert in setting up predictable delivery process, using metrics and control points to proactively uncover bottlenecks and manage risks. I enjoy presale process, working out solutions for the clients ideas and goals. Working on constantly improve presales process efficiency using retro analysis, controlled experiments and by staying up to date with AI trends. My background in software development helps me align teams, reduce friction, and keep delivery predictable and efficient.

Experience

Itexus

Project Delivery Manager

September 2024 - Present (1 year 9 months)

Responsible for:

- Improving current pre-sales flow and proposal quality to increase sales conversion of prospective leads into company clients.
- Successful delivery and governance of the projects for company's biggest clients by managing PMs and improving account management practices

Paysera

Head of Employee Engagement and Performance

March 2023 - May 2024 (1 year 3 months)

Established the Employee Engagement and Performance Management department at a fintech company, overseeing managers across 8 development teams responsible for resource and personnel management. Key achievements include:

- Defined the role of Employee Engagement and Performance Management (EPPM) within product teams.

- Streamlined people management processes, including IT recruitment, performance evaluations, and hiring/firing protocols.
- Implemented regular one-on-one meetings between EEPMs and IT staff for enhanced team management.
- Developed a comprehensive career framework, incorporating skill matrices, assessments, and personal development plans.
- Generated consistent employee performance reports for executive review.

ITRex Group

Lead Project Manager

January 2021 - January 2023 (2 years 1 month)

Minsk, Belarus

Managed a Unit of 5 PMs as part of PMO in the company. Helped them grow as professionals and successfully deliver their projects. Actively participated in PMO building, created new processes, checklist, tools, policies and delivery standards to grow PMO maturity. Worked with sales and pre-sales departments to improve proposal quality and sales conversion of prospective leads to company clients.

ScienceSoft

Project Manager

March 2019 - May 2021 (2 years 3 months)

Minsk, Belarus

I manage complex software projects for the range of clients from USA, UK and Europe from inception to completion. Helping clients to achieve their business goals and create the most efficient solutions for their needs using the most advanced and cutting edge enterprise technology stack. Platforms include cloud, web, mobile, blockchain.

Softeq

Project Manager

November 2016 - March 2019 (2 years 5 months)

Minsk, Belarus

Managing complex project for big US and EU clients. Projects are a combination of different web, mobile and embedded technologies. Actively participating in pre-sale activities, working closely with experts from different departments and prospective clients to successfully close new projects. Managing mixed project teams that are cross-department and most of the time are the mix of remote and local team members as well. Actively participating

in business processes improvements in the company, project documents templating etc

Intellectsoft

Senior Project Manager/Unit Lead

January 2016 - November 2016 (11 months)

Minsk, Belarus

TUT.BY Media

Technical Project Manager/Team lead

March 2011 - January 2016 (4 years 11 months)

Minsk, Belarus

Managing team of developers, including hiring, training, support. Due to a large number of in-house developed products with different priority levels, helping non-technical product managers write requests for new functionality and new products. Creating development plans for new projects. Distributing incoming workload to team members, providing necessary business information and results control. Creating projects documentation, test plans, general instructions. Facilitating inter department communications. Doing requirements gathering and clarification for developers and designers.

Acumium LLC

PHP Web Developer

November 2008 - November 2010 (2 years 1 month)

worked on various e-commerce sites for companys clients, doing frontend and backend development, maintaining current code and added new features.

Sony Creative Software

programmer/analyst intern

April 2008 - November 2008 (8 months)

Was creating reports from Oracle 10g database using business intelligence software, creating stored procedures, table scripts, queries.

Also worked with java (business software plugins), php (internal web-site).

Education

Madison Area Technical College

associate, web development · (2007 - 2009)

БГУИР

-, Telecommunications Engineering · (2002 - 2004)