

Vladimir Kuzmin

Chief Technology Officer | Director of Technology | Technology Transformation

Limassol, Cyprus (open to relocation within the Republic of Cyprus) | Valid Cyprus work authorization

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EXECUTIVE PROFILE

Technology executive who takes over technology and delivery organizations that miss deadlines or carry unexamined risk and makes them dependable. 25+ years in IT, 15+ at executive level. Currently runs the multi-country technology function at Animaccord (the company behind Masha and the Bear): strategy, architecture governance, budgets, vendors, cybersecurity, web/product delivery, and AI adoption. Leads through strong specialists and functional leads and goes into technical detail when a decision requires it.

CAREER HIGHLIGHTS

- Rebuilt web/product delivery from chronic schedule slippage to an on-time two-week release cycle (mid-2025).
- Grew a Telegram game to 1.07 million activated users, with about EUR 0.03 marketing spend per registered user vs more than USD 3 on the comparable web channel.
- Moved about 170 employees to remote production in under two weeks with animation schedules intact; the architecture still runs six years later.
- Cut end-to-end 4K render processing time by about 30% on existing compute by making AI upscaling a permanent part of the production pipeline.

CORE EXPERTISE

Technology strategy and investment · Architecture governance and modernization · Product and software delivery operating models · Cloud (Azure, AWS, Google Cloud) · Cybersecurity and resilience · Budgets and portfolio · Vendor selection and sourcing · Executive stakeholder management · Organization design · ITSM/ITIL · AI

PROFESSIONAL EXPERIENCE

Chief Technology Officer – Animaccord

Limassol, Cyprus | 2019 – Present

Animaccord, the company behind Masha and the Bear, one of the world's most-watched animated franchises, distributed in over 150 countries. Joined to improve and professionalize the technology function. The mandate grew across several countries into the full technology remit: infrastructure and cloud, Microsoft 365 and identity, ITSM, cybersecurity and resilience, internal applications, web/product delivery and AI adoption. Owns technology strategy, architecture guardrails, budgets, portfolio and a vendor estate measured in dozens. Challenges specialist proposals on architecture, estimates, risk, cost and supportability. Works directly with the CEO and COO.

- Rebuilt the delivery operating model around functional leads, sharper estimates and a fixed release rhythm, replacing frequent slippage with on-time two-week releases.
- Sponsored, then directly led, Honey Farm, a Telegram game built in-house. It reached 1.07 million lifetime activated users, with about EUR 0.03 marketing spend per registered user (excluding development and operations). Advertising and brand-placement mechanics were tested in production.
- Initiated and architected the move of about 170 employees to remote production ahead of the 2020 lockdown; production continued throughout.
- Re-architected infrastructure from a single site into a multi-country, cloud-and-on-premises estate, monitored across every site, server, and network device.
- Led an internal security audit and remediation, then a multi-country rollout of Check Point solutions across network, endpoints and Microsoft 365. No material security incidents detected through platform monitoring since the 2021 go-live.
- Initiated, architected and delivered a 500 TB off-site backup and recovery environment, with monitoring, integrity checks and a validated recovery path.
- Professionalized infrastructure operations around Jira Service Desk and ITIL workflows: average incident resolution time down more than 70% (about 20 → under six working hours) with the same team on a growing user base.
- Shaped make-or-buy and sourcing decisions across dozens of vendors: tenders, performance reviews, renewals, replacements. Balanced in-house, part-time and outsourced capacity against cost, risk and continuity.
- Introduced licensed generative AI tools for office and production-prototyping work; owned selection, security approval and user training.

Chief Information Officer (functional role) – Cryptocurrency Mining & Blockchain Projects (NDA)

2016 – 2019

Several related ventures backed by one private investor. Owned the technology and infrastructure function. Entity names withheld under NDA.

- Launched four concurrent data centers running thousands of devices on an adapted Linux platform with embedded monitoring.
- Designed an industrial GPU-mining platform (enclosure prototype, motherboard requirements, monitored Linux build) and deployed more than a dozen factory-integrated containers at one site.

Founder and CEO – AnswerAll Call Center

Moscow, Russia | 2013 – 2015

- Built a self-funded outsourced-sales and call-center business to a 31-person team and about EUR 40,000 gross monthly turnover in each of three peak months, within about 18 months. Profitable in the second half of 2014.
- Owned the commercial and operating model end to end, including outsourced sales for two B2B clients.

Head of Technical Support – ABB

Moscow, Russia | 2013

- Rebuilt the Service Desk with full-history ticket analysis and Theory of Constraints: resolution time cut to one-fifth, first-line resolution up 60%.

Private IT Consulting | 2012

- Infrastructure audits, target architecture, Service Desk and ITIL implementation.

Chief Information Officer, Russia – Yves Rocher

Moscow, Russia | 2011 – 2012

- Set the three-year technology strategy for a 246-store retail network. Cut service and hardware costs by double digits year on year through competitive tenders.

IT Operations Manager | Systems Administrator – Quelle Russia

Moscow, Russia | 2007 – 2011

- Progressed from Systems Administrator to IT Operations Manager in a 24/7 business: 300 users across up to four sites.
- Delivered a Genesys contact-center platform for up to 300 internal and outsourced agents on time and within budget. Moved infrastructure to an SLA-backed OPEX model, replacing an underperforming provider.

Earlier roles:

- Founder and CEO, ALPHA-IT – profitable IT-services company | 2005 – 2007
- Freelance IT Support | 2000 – 2005

INDEPENDENT PRODUCTS

Sole human creator of two products, directing AI-assisted development (Codex, Claude) end to end: requirements, architecture decisions, QA and release.

- **WKB Teleprompter** (wkbcorp.com) – native Android teleprompter, built and shipped to Google Play in about four months (2026); Kotlin/Jetpack Compose, no external backend in the Play version, multi-device Wi-Fi sync, Bluetooth HID, CI gates, about 300 JVM tests.
- **Resolve Auto-Edit** – working CLI prototype: multicamera footage, recorder audio and a script in. A reviewable DaVinci Resolve rough-cut timeline out – waveform sync, script-aligned ASR, rules plus text-only LLM decisions, custom FCPXML/DRT tooling.

EDUCATION AND LANGUAGES

Moscow State University, Faculty of Physics – 2005. Professional courses across multiple IT disciplines.

Russian – native; English – C1; Greek – B1.