

Andrew Popov

Director of Engineering · AI-Native Engineering · Financial Infrastructure

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SUMMARY

Engineering leader with 14+ years in fintech and hospitality platforms, combining director-level org leadership with hands-on AI-native delivery. Built finance and revenue platforms that ship at ~1/5 of pre-AI estimates while driving 2x release frequency across the org.

EXPERIENCE

Kasa

San Francisco, CA

10/2023 – Present

Director of Engineering

- Own financial systems while leading Integrations, Revenue Management, and Property Management teams supporting a 100-property platform and key integrations including NetSuite, NextPax, Duetto, Airbnb, and Kustomer.
- Lead a focused 12-person engineering org (4 direct engineers + an Engineering Manager leading 8); previously scaled the department to ~30 engineers across 4 US/Hungary teams at peak.
- Expanded the engineering department by 20% through strategic hiring, onboarding, and mentorship; established scalable cross-team processes for product lifecycle management.
- Led platform integrations architecture for revenue management systems, driving a 15% increase in per-unit revenue.
- Drove technical debt reduction strategy that cut legacy code by 25%, accelerating feature delivery across the org.
- Migrated the majority of Lambda-based finance workloads into structured microservices and rebuilt the NetSuite integration, improving ownership boundaries, observability, and delivery speed.
- Created a governed AI-assisted self-service process enabling non-engineering stakeholders to propose code-backed solutions via templates, automated validation, and engineering-owned productionization.

Senior Engineering Manager

03/2022 – 10/2023

- Managed financial accounting, payment processing, and revenue management systems, reducing transaction errors by 10%.
- Developed seamless feature handoff processes with QA and TechOps, improving delivery efficiency by 25%.
- Aligned engineering priorities with business OKRs, ensuring 100% on-time delivery for all major initiatives.
- Led the development of an OTA integration platform (Airbnb, Expedia, and others), expanding market reach by 30%.
- Led technical due diligence for an acquisition and integrated the acquired engineering team and platform within 3 months.
- Approved architectural plans aligned with long-term business goals, contributing to a 20% reduction in tech debt.

Engineering Manager

03/2020 – 03/2022

- Pioneered Kasa's engineering management function as the first Engineering Manager, growing the team from 2 to 6 engineers.
- Built financial systems using AWS technologies (Lambda, SNS, SQS, Fargate) and the `seed.run` serverless framework, improving financial reporting accuracy by 15%.
- Defined and executed the product roadmap with product teams, balancing technical debt reduction with new feature development.
- Spearheaded the division of teams into Revenues and Financials, recruiting an Engineering Manager to lead Financials.
- Mentored junior engineers, fostering professional growth that resulted in multiple promotions to senior and staff-level roles.

Duetto Research

San Francisco, CA

Senior Member of Technical Staff

06/2017 – 03/2020

- Led a team building and maintaining a dynamic ETL framework integrating data from 20+ third-party vendors (hotel, booking, pricing, revenue), improving data accuracy and processing efficiency by 30%.
- Optimized a proprietary Business Intelligence tool, enabling custom report generation for hundreds of hotel clients and reducing report generation time by 25%.
- Developed a predictive hotel-group business forecasting model as part of the analytics team, achieving a 15% improvement in revenue forecasting accuracy.
- Designed deployment infrastructure for forecasting models, reducing model deployment time from weeks to days and enabling faster response to market changes.

MyVest

San Francisco, CA

Senior Software Engineer

06/2012 – 05/2017

- Led 5 engineers in modularizing a Java-based financial system, decreasing feature development time by 40% and improving test coverage across core services.
- Partnered with product managers to translate financial business requirements into technical specifications, improving client satisfaction and internal system performance by 20%.
- Mentored team members in Agile methodologies and development/testing best practices, contributing to a 15% improvement in team productivity and code quality.

SKILLS

LEADERSHIP: Engineering Strategy, Technical Vision, Org Design, Hiring, Mentorship, Stakeholder Management, OKRs, Agile

AI & DEVELOPER PRODUCTIVITY: Claude, Codex, Cursor, GitClear, AI-Assisted Development, SDLC Automation, Agentic Workflows

ARCHITECTURE & DELIVERY: Platform Engineering, Cloud Architecture, Microservices, Event-Driven Architecture, Distributed Systems, CI/CD, Observability

FINANCIAL, REVENUE & DATA SYSTEMS: NetSuite, ERP Integrations, Financial Systems, Payments, Invoicing, Revenue Management, OTA Integrations, Data Pipelines, BigQuery

TECHNOLOGY: TypeScript, Java, Python, Node.js, NestJS, React, AWS, GCP, MongoDB, Datadog

EDUCATION

University of California, Berkeley

BS, Electrical Engineering and Computer Science