

Peter Lebedev

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OBJECTIVE

Seeking a senior technical leadership role where I can stay close to the work. That could mean leading people while keeping my hands on the keyboard, or operating as a senior individual contributor with cross-team scope. Either way, I want to be in a place where the leader is expected to understand the problem at the same level as the engineers solving it.

SUMMARY

Twenty-five-plus years writing software, leading teams, and navigating the gap between the two. I've gone from individual contributor to senior director and back again — intentionally. My view is simple: a technical leader who can't sit down and work through the hard problem alongside the team isn't really leading the technical work, they're managing around it. That gap shows up eventually, and it shows up in the product.

I've built search infrastructure, booking platforms, CAD integration systems, and most recently AI-driven products. I've led teams of one to fifteen, run cross-functional initiatives, and I'm equally comfortable in a design review, a code review, or a whiteboard conversation with a product partner. The through-line has always been the same: understand the system deeply enough to make good decisions about it, and build the kind of team culture where that standard is shared.

Notably, during the period I managed the largest team of my career (up to 15 people across direct reports and a sub-team), that team consistently ranked among the highest in company-wide engagement surveys — something I'm proud of, because engaged engineers build better things.

EXPERIENCE

Jobcase, Inc. — Greater Boston | 2015 – Present

Senior Director of Engineering — GenAI & Engineering Leverage | Jan 2024 – Apr 2026

No longer managing people directly — managing efforts instead. Primary focus is getting GenAI into engineering and business workflows in ways that are actually useful, not just novel. Building frameworks other teams can extend and own.

Key work:

- Built a suite of services to deliver conversational AI experiences over phone, SMS, and direct messaging — production systems, not demos.
- Redesigned analysis workflows for the Customer Success team, cutting roughly 40 hours of manual report work per month and leaving them with a foundation to extend further. Wrote about the process: [From Manual Analysis to AI-Powered Automation](#)

Senior Director of Engineering — Search Platform Integration | Aug 2021 – Dec 2023

Led the post-acquisition integration of the legacy Jobcase and legacy Upward search engines following the Upward acquisition. Started with a focused team of 6, re-platformed the legacy Upward services into AWS (migrating out of a private data center), then folded the two engineering organizations together into a single combined team.

Key work:

- Re-platformed legacy Upward services to AWS with significantly extended observability, improved stability, and true zero-downtime deployment capability — something that didn't exist before.
- Put real effort into developer experience: made it possible to run and debug legacy Upward services locally, which had a measurable effect on productivity and morale.
- After the teams merged, extended the combined platform to support A/B testing and configurable search strategies, laying the groundwork for more rigorous experimentation going forward.
- Implemented stronger quality practices across legacy products that had accumulated technical debt during the acquisition period.

Director of Engineering — Job Search Platform | Apr 2019 – Aug 2021

Led a team of up to 15 people — a mix of direct reports and a manager running a sub-team — spanning junior engineers to senior architects, with a senior-heavy composition. Responsible for extending and improving the core job search platform. This was the team that consistently posted the highest engagement scores in company-wide pulse surveys.

Key work:

- Led the migration of the core job search engine from Elasticsearch 2.x to 6.5 (and subsequently 7.x). The result: 20x reduction in error rates, 2x latency improvement, and a meaningful drop in weekly incidents requiring human attention.
- Worked closely with Information Retrieval, Data Analytics, Customer Success, and Business Development to drive ongoing platform improvements through a combination of A/B testing and architectural iteration.

Software Engineering Manager | Dec 2016 – Apr 2019 | *Greater Boston Area*

Led a small team responsible for the core backend systems around session management, user data, compliance, and communication infrastructure. Less glamorous work than search, but foundational — and done with care.

Principal Engineer | Jan 2015 – Dec 2016 | *Greater Boston Area*

Part of a small platform team. Focused on scalable backend services and data pipelines, with particular emphasis on code quality: rigorous code reviews and design-by-contract principles applied consistently.

KAYAK | Jun 2010 – Dec 2014

Software Architect & Team Lead

Owned the complete backend design and architecture of KAYAK's native booking product, from initial concept through a framework flexible enough to support new provider integrations without re-engineering the core. Personally built the first integrations across flights, hotels, and cars — doing that work myself was deliberate: it was the fastest way to find the real patterns before encoding them into a design others could extend.

Worked closely with product, front end, customer support, and external partners throughout. The goal wasn't just a working system — it was a maintainable one, and that required keeping all of those conversations going at the same time.

PTC | Mar 2000 – Jun 2010

Software Development Manager | Feb 2008 – Jun 2010

Led a team of 4 engineers focused on the stability and maintainability of core integration components between Pro/Engineer and Windchill PLM. Also drove the effort to extend Windchill integrations to support third-party CAD tools.

Senior Technical Consultant | Feb 2006 – Jan 2008

Worked on key components of the Pro/Engineer ↔ Windchill PLM integration.

Principal Software Engineer | Jan 2004 – Jan 2006

Worked on key components of the Pro/Engineer ↔ Windchill PLM integration.

Senior Software Engineer | Jul 2001 – Dec 2003

Member of the Manufacturing team, developing algorithms for NC machinery across multiple tooling types.

Software Engineer | Mar 2000 – Jun 2001

Member of the Manufacturing team, developing algorithms for NC machinery across multiple tooling types.

Renova | Sep 1998 – Dec 1999

Software Engineer

COPF | Mar 1998 – Nov 1999

Software Engineer

ADVISORY

Visible Hands | Apr 2022 – Sep 2023

Ecosystem Advisory Committee Member

Visible Hands is a venture capital firm investing in founders from underrepresented backgrounds. Served on the advisory committee supporting portfolio companies and the broader ecosystem.

EDUCATION

M.S., Mechanics and Mathematics — Lomonosov Moscow State University (MSU) 1993–1998

Management Certification Program — Babson College, Franklin W. Olin Graduate School of Business
2004–2006

CERTIFICATIONS

- Generative AI for Everyone
- Prompt Engineering for ChatGPT
- Amazon Web Services Essential Training
- edX: The Analytics Edge (Honor Code Certificate)
- Mindshift: Break Through Obstacles to Learning and Discover Your Hidden Potential