

MAXIM ZHUKOV

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I'm a Staff Software Engineer / Frontend Architect at PayPal, leading a cross-org React component platform that powers every page of PayPal.com and Venmo.com (~6,500 pages; ~4.8M daily views). I tech lead a team of 11 engineers- setting the technical vision and roadmap, driving architecture reviews and cross-org alignment.

At PayPal/Venmo, I defined and delivered the tokenization strategy and multi-brand theming foundation that enables rapid launches while maintaining design-system consistency and backward compatibility. In parallel, I drive Core Web Vitals improvements through rendering/bundle optimizations and experiment-led rollouts on high-traffic pages, measured with production telemetry.

I care about setting a high bar for quality, taking real ownership, and building scalable solutions that last while making sure teams are aligned on where we're going.

CORE COMPETENCIES

- Technical Leadership & Delivery
- Frontend Architecture (React, TypeScript)
- Design Systems (Components, Tokens, Theming)
- Accessibility Engineering (WCAG/ARIA)
- Web Performance (Core Web Vitals)
- Large-Scale Migrations & Modernization
- Testing Strategy & Quality Engineering
- Cross-Org Alignment & Technical Influence

PROFESSIONAL EXPERIENCE

STAFF SOFTWARE ENGINEER (FRONTEND ARCHITECT) - [PayPal](#)

JULY 2023 - PRESENT

- Lead frontend architecture and delivery of a cross-org React component platform powering every page of PayPal.com and Venmo.com (~6,500 pages; ~4.8M daily views). Tech lead for the PPCOM Component Team (11 engineers), owning the roadmap, technical direction, and cross-org alignment.
- Delivered Core Web Vitals improvements at scale via component platform redesign and animation/rendering optimizations, improving PayPal.com homepage LCP from 3.48s → 2.24s (-36%) on desktop and 4.24s → 2.29s (-46%) on mobile. Shipped via controlled rollouts, maintaining backward compatibility with no incidents.
- Led Venmo.com migration from a static site to the component platform, owning the component strategy end-to-end; established baseline component coverage and a migration plan that enabled Venmo.com to adopt the same scalable UI architecture and release cadence as PayPal.com.
- Built performance governance and improved release velocity: created a bundle size analyzer/visualizer integrated into PR reviews and CI/CD; migrated Jest → Vitest, cutting CI test runtime from 20-25 min → 2-3 min (85-92% faster); co-led E2E stabilization to reduce flaky reruns and shorten release cycles.
- Defined the tokenization and multi-brand theming foundation: built a token pipeline (Token Studio → Style Dictionary) with CI/release automation; reduced theme foundation work from weeks → days (80-95% faster), enabling major launches (QuantumLeap, PayPal Everywhere, Fastlane) with strong design-system alignment and zero breaking changes.

LEAD SOFTWARE ENGINEER - [EPAM Systems](#)

JUNE 2017 - JULY 2023

Full-time at EPAM Systems, delivered multiple long-term client projects on-site/off-site:

Walmart | Frontend Lead (React, TypeScript)

Feb 2022 - Jul 2023

- Built reusable React components and UI patterns, improving library functionality, stability, and adoption.
- Migrated the component library from JavaScript to TypeScript, improving reliability and maintainability.
- Introduced E2E testing practices to ensure the functionality and integrity of the application.
- Implemented WCAG AA accessibility standards (@axe-core/react, static analysis, axe CLI).

Schlumberger | Full Stack Lead (React, Node.js)

Aug 2020 - Feb 2022

- Built React UI components and functionality for a cross-platform desktop app using Electron and GraphQL.
- Led improvements to the release process moving from ad hoc releases to weekly by setting a release calendar and team rotation, and breaking changes into smaller releases; introduced nightly builds for fast feedback on main.
- Integrated drilling dump analysis tools into the project using MoleculerJS and Node-API (Node.js).
- Implemented a plug-in architecture enabling seamless integration of Native C++ and Python modules with a Node.js server.

Chevron | Full Stack Lead (.NET Core, JavaScript)**Dec 2019 - Aug 2020**

- Built an accounting system for long-lead purchases (.NET Core, JavaScript), supporting ~1,000 purchases/year, including multi-million-dollar items.
- Performed bundle-size optimization (reduced the output bundle size of deliverables by 30% by implementing lazy loading, modules deduplication, and package replacements).
- Raised quality and maintainability through TDD, CI, code reviews, and static analysis.

Thomson Reuters | Solution Architect (.NET Core, Azure)**Jun 2017 - Aug 2019**

- Led architectural and technical decisions to deliver performance, scalable, and high available microservice applications with .NET Core and Azure.
- Provided technical leadership for local and remote teams; grew the team from 8 to 20 engineers.
- Designed and maintained architecture views, documentation, decision logs and R&D activities.
- Partnered with client stakeholders to shape midterm technical priorities and the roadmap, proactively mitigating delivery and operational risks.

SENIOR SOFTWARE ENGINEER - [Doctor At Work](#)**SEPTEMBER 2016 - JUNE 2017**

- Designed a telemedicine platform from scratch, extending the company's doctor social network into a telemedicine service.
- Built and owned ASP.NET Web APIs for iOS/Android and backend integrations, supporting ~92,000 verified physicians and ~60,000 MAU / ~5,000 DAU, including service provisioning and billing/payout logic.
- Integrated VoxImplant to connect patients and doctors via real-time VoIP workflows.
- Implemented token-based authorization (JWT) for microservices (Quartz.NET, Topshelf), enabling secure partner access and internal service-to-service communication.
- Designed async messaging using RabbitMQ + MassTransit to improve reliability across distributed components.

PROGRAMMING SKILLS**FRONTEND UI**

React, JavaScript/TypeScript, Node.js, LESS/CSS, HTML, Webpack/Vite, Storybook, Accessibility (a11y, WCAG/ARIA, axe-core), Web Performance (Core Web Vitals, rendering & bundle optimization)

BACKEND / CLOUD

.NET Core, API Design (REST), SQL Server, MongoDB, RabbitMQ, Azure, GCP, CI/CD & Release Automation, Observability (Azure Monitor, Application Insights, Datadog)

ADDITIONAL EXPERIENCESENIOR SOFTWARE ENGINEER - [Europlan](#)

SEPTEMBER 2013 - SEPTEMBER 2016

SOFTWARE ENGINEER - [State Air Navigation Research Institute](#)

OCTOBER 2008 - AUGUST 2013

EDUCATION & CERTIFICATIONS

MASTER OF APPLIED MATHEMATICS AND COMPUTER SCIENCE - Moscow State Technical University of Civil Aviation

2006 - 2012

Microsoft Certified: Azure Solutions Architect Expert

2019