

# Oleg Gaidukov

## Operational CTO

Selective engagements · EMEA / Remote

I build product and engineering teams from scratch and work with existing ones. Together, we work through a technical problem, choose a change and put it into practice to check the result.

### OPERATING THESIS

I get involved when an important technical decision is stuck. Responsibility is split, the data is hard to interpret, and waiting costs more each day. I help the team choose a change it can test and agree on who will keep it working.

|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Work out what needs to be decided</b><br>First, I separate facts from assumptions and work out what's limiting us. Then I discuss the decision with the people who will answer for it. We write down what we decided and why. | <b>Put the change into practice</b><br>An agreement with leadership still needs to work in the system. I work through the architecture, code and release process, checking logs and safeguards along the way. The team needs to be able to inspect the result. | <b>Hand the work over to the team</b><br>Before handover, we need measurements to compare against and someone on the team responsible for the work. If the team depends on me indefinitely, I've done this badly. An urgent start doesn't excuse that. |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

### OPERATING PRINCIPLES

|                                                                                                                                                                              |                                                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| Start with the decision<br>Work out what needs to be decided and which facts are missing before adding another meeting.                                                      | Direct communication<br>Be clear about what we know and what we're assuming. Name the person responsible for the next step.                 |
| Test a small change<br>Agree on one change and its scope. Compare the result with the starting measurements or an agreed indirect measure when a direct one isn't available. | Follow through on the decision<br>The work isn't finished until the decision changes the architecture, code, release process or safeguards. |
| Be clear about the trade-offs<br>Discuss what we'll gain and what we'll give up, especially when the team has to live with the consequences.                                 | Have a person check risky decisions<br>When a system's mistake could cost too much, a person must check the decision.                       |

### BOUNDARIES

- I publish results only with a source and permission. I state my role and what the evidence can support.
- I don't offer free diagnosis or join simply as an extra team member. Innovation work needs a defined scope and an end.
- Before we start, we agree on who in the team will take responsibility and how we will hand over the work.

|                   |                                                                                                                                                                 |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Focus topics      | Delivery Recovery, AI Engineering Control, AI Product Risk & Safety, Resilience & Security                                                                      |
| Languages         | English, Russian                                                                                                                                                |
| Published metrics | None in this public profile.                                                                                                                                    |
| Current links     | <a href="https://www.linkedin.com/in/ahaidukof/">https://www.linkedin.com/in/ahaidukof/</a>   <a href="https://github.com/olegvg">https://github.com/olegvg</a> |
| Last reviewed     | 2026-09-02                                                                                                                                                      |