

Che Bajandas – Senior Quality Assurance Manager – San Francisco, California

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Well-rounded manager with a specialization in software quality assurance. Experienced in leading quality and managing engineers for multiple product teams simultaneously. Intimately familiar with people management processes, including performance management, career development, and compensation planning. Experienced as a hiring manager, working closely with recruiters, reviewing resumes, and leading interviews. Highly organized and detail-oriented with exceptional communication and writing skills. Thrives in demonstrating leadership and working with other leaders to establish and guide teams towards goals aligned with greater team, organization, and company objectives.

Key Skills

People management, coaching, mentorship | Performance management | Compensation planning | Career development | OKR planning | Leadership | Interviewing | Hiring manager

Additional Skills

Product management | Presenting to senior leadership | Data analysis | UI/UX and technical design review | Test planning | Test casing | Production monitoring | Interfacing with customer support | Cross team collaboration

Key Knowledge

Agile methodologies | SDLC: software development lifecycle | Release management | CI/CD: continuous integration/continuous deployment | Software quality assurance methodologies and best practices | Automation strategy | Mobile apps | Web apps | APIs | Shifting testing left | Embedded quality assurance | Debugging | Troubleshooting | Root cause analysis | ROI analysis, procurement, POC for vendors

Key Technologies

JIRA, Confluence, Linear | Google Suite | GitLab, Git, SVN | Jenkins, GitLab CI, Cloudflare | TestRail, PractiTest, Zephyr | Xcode, Android Studio, VS Code | iOS simulators, Android emulators | App Store Connect, Google Play Console | SQL, JavaScript, Java, Python, TypeScript | Selenium, Appium | Web inspection, cookies, network traffic | Charles Web Proxy | Sauce Labs, BrowserStack | Mac, Windows, iOS, and Android operating systems | Web 3, Crypto, Blockchain

Experience

Product Manager and QA Engineer – Decent DAO

02/2025 – Present

Product manager and quality assurance engineer focused on refining processes and new feature development.

- Built out quality assurance processes from scratch, including full, manual regression test suites.
- Owned product requirement documents, worked directly with design, kicked off features, and tracked them in ticket management software.
- Coordinated the project team and kept all stakeholders updated on progress.
- Researched and developed an automated UI regression testing framework and hooked it up to CI with tests running as a check against pull requests in GitHub.
- Utilized Copilot, VS Code, Selenium web driver, and TypeScript along with required updates to GitHub workflows.

Senior Quality Assurance Manager – Indeed

05/2017 – 03/2023

Team lead, key decision maker, and direct manager of engineers across disciplines and functional teams.

- Managed quality assurance engineers and automation engineers from junior up to technical fellow.
- Established verification and regression testing process for the mobile apps product from the ground up, reducing QA turn-around time for a new app version from months to days.

- Rapidly and effectively built-up knowledge of mobile app development and release and testing processes.
- Oversaw company mandated improvements to release velocity and successfully increased the frequency of app releases from once every 1-2 months to once every week for both iOS and Android.
- Worked side by side with senior automation engineer to establish testing strategy and establish automated testing, bringing coverage up from 0% to 70% of front-end regression test cases.
- Presented detailed analysis of remote test device solutions to leadership, got alignment on proposal, and acted as point of contact through negotiations with vendor and procurement of a BrowserStack license.
- Worked closely with recruiting as a hiring manager and successfully brought on multiple top performers.
- Stepped in as acting Product Manager and worked through all stages of development and analysis of an experiment of in-app dark mode.

Quality Assurance Lead – KIXEYE

08/2012 – 05/2017

Team lead, key decision maker, and direct manager of engineers for the flagship product in a high-pressure environment.

- Rapidly and effectively built-up knowledge of software development and quality assurance practices.
- Took on increased responsibility of the team and made significant changes to processes, increasing efficiency and velocity, allowing for less overtime for team members.
- Essential contributor towards team success in meeting key objectives and company revenue goals through direct oversight of product deliverables.

Education

San Francisco State University

Bachelor of the Arts (BA) in English Literature

2006 – 2010

Trainings and Certifications

- Technical privacy training
- Managing and the law
- Crucial Conversations
- Workplace harassment training with manager focus
- Various formal interview trainings

Awards

Unicorn Award – KIXEYE – 2016

Awarded by peers in popular vote for outstanding performance and outsized contributions.