



Pavel Popov

IT Director (CIO)

CONTACTS

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COMPETENCIES

- IT Strategy Development & Implementation
- Program & Project Mgmt (PMBok, Agile)
- ITIL
- Artificial Intelligence (AI)
- IT Cost & Investment Mgmt
- Team Building & Leadership
- Change Management
- Customer Service Quality
- UX Improvement

LANGUAGES

English — C1

French — A2

Russian — Native

EDUCATION

Lomonosov Moscow State University (MSU)
Faculty of Physics — 2005

MGUPI

Postgraduate Studies — 2007

COURSES & TRAINING

- 2024 Skolkovo. Complex Negotiations
- 2017 HSE. Blockchain for Business
- 2016 IT-Expert. PMP, Project Mgmt & ITIL Foundation
- 2014 HSE. NLP in Business

ABOUT ME

Over 25 years of executive experience in IT, Information Security, AI, and business development in FinTech and CyberTech across Russia and Central Asia, with 150+ successfully delivered projects.

I drive high operational profitability through unique expertise in balancing cost and quality of solutions, combined with the ability to build teams capable of rapidly solving complex challenges, and to be an inspiring leader during periods of rapid change.

Focused on creating impactful projects that leave a lasting mark on the industry. I solve any problem effectively at both strategic and operational levels.

WORK EXPERIENCE

ACB "Turonbank"

Major state-owned bank of Uzbekistan undergoing active transformation, 1,500+ employees

Chief Information Officer

2023 – 2026

Responsibilities:

- Development and implementation of comprehensive IT and cybersecurity strategies
- Establishment of AI division and delivery of AI projects (speech analytics, AI-driven fraud monitoring, ML credit scoring, employee training, AI-assisted coding, etc.)
- Management of IT, Cybersecurity, and AI Departments
- Budget management (planning, budgeting, control) exceeding \$25M annually
- IT infrastructure modernization projects incl. AI and cybersecurity requirements
- Implementation of project management, DevOps, DevSecOps, CI/CD pipelines
- Procurement of IT equipment and software products
- Team development: recruitment, onboarding, assessment, and training
- Optimization of office user support processes

Key Achievements:

- Transformed IT and InfoSec Departments within 4 months without losing service quality or key employees
- Created the AI division from scratch
- Established a unified IT Hub coordinating all IT processes
- Improved SLA compliance by 30% through Service Desk and Help Desk process launch
- Launched major projects optimizing operational costs
- Upgraded InfoSec infrastructure: implemented SIEM, DLP, and other systems
- Coordinated digital transformation across the bank, government bodies, consultants and key clients via IT Committee and Initiative Management Center with 4 cross-functional teams (60 people)
- Attracted 25 key IT specialists under a constrained budget

LLC "U-BSSYS" — Leading IT integrator in Central Asia

Chief Technology Officer

2022 – 2026

Responsibilities:

- Strategy development and execution to increase market share
- Promotion of AI initiatives in the market and within the team
- Promotion of speech technology, digital banking, and IT consulting in Uzbekistan
- Product adaptation to the Uzbekistan market and regulatory landscape
- Management of production, pre-sales, and sales teams — 25 people

Key Achievements:

- Positioned the company as a speech technology market leader within 6 months
- Generated additional \$3M in annual revenue — 10x increase over the prior year
- Deployed 6 solutions in banking and telecom; avg. client impact: +20% sales, -30-40% costs
- Built independent sales and pre-sales teams
- Established end-to-end processes: Sales → Client → Production → R&D

LLC "PSB-Lab"

Subsidiary of a top-5 bank; IT integrator for the bank and external market

Executive Director

2021 – 2022

Responsibilities:

- Building all company processes from scratch
- Operational management of the company
- Delivery of large-scale projects within the bank's perimeter
- IT Strategy development and board-level approval
- Creation of the AI division
- Software development, government registry listing, market launch, share sale to the bank

Key Achievements:

- Built a full-cycle system integration team from scratch (9 → 120 employees)
- Import-substituted and registered: BI systems, credit pipeline, electronic dossier
- Delivered 10+ import-substitution projects worth over 3B RUB

- Launched initiatives to attract government subsidies for a domestic ABS platform
- Developed materials for government industrial transformation programs

Bell Integrator — One of the largest IT integrators in Russia

Business Development Director

2019 - 2021

Responsibilities:

- Development of digital services for new and existing clients
- Building microservices platforms
- Scouting new locations and teams in regions for branch opening
- Organizing project teams for client business digitalization
- Full development cycle management for assigned clients

Key Achievements:

- Acquired 2 new clients (top-6 banks), increasing revenue by 5B RUB
- Assembled a team of 100+ people to deliver contracts

LLC "Banks Soft Systems" (BSS)

Business Development Director

2016 - 2019

Responsibilities:

- Development and creation of new innovative company products
- Expansion of packaged products through attracted funding
- Upselling within key client accounts
- Supervising development projects and portfolios for major banks

Key Achievements:

- Delivered 50+ projects in banking and adjacent sectors
- Ensured consistent annual margin growth (personal portfolio exceeding 1B RUB/year)

Major IT Integrators in Russia

Senior IT Management Positions

1999 - 2016

Key Achievements:

- Delivered over 100 projects, including federal-scale initiatives. Built from scratch or redesigned and transformed teams, architectures, and approaches.