

Artyom Zankevich



AI Engineer and Head of Web Development at Akveo

I'm an AI engineer and engineering leader at Akveo in Vilnius. I prototype AI agents myself, then lead the 30+ engineers who ship them. In my department, commits written with AI tools rose from 6% to 74%.

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01 Results at Akveo

PEOPLE

Engineers in the department	Since Aug 2021, with the same hiring bar	15 → 30+	×2
Average time in the department	Jan 2024 to Oct 2026	1.8 years → 3.4 years	+89%
Engineers brought in a year	In-house and partner engineers, 75+ since 2021	13 → 19	+46%

DELIVERY

Bench time	Share of engineer time between projects, 2023 to 2026	9% → 4%	−5 pp
Billable utilization	Share of engineer time on client work, 2021 to 2026	73% → 92%	+19 pp
Time to staff a new project	From signed contract to a team on the project	21 days → 7 days	−67%

AI

Commits written with AI tools	Share of all commits, 2024 to 2026	6% → 74%	+68 pp
Time to a working AI prototype	A pre-sales proof of concept, built with AI agents	4–6 weeks → 3 days	−91%
Client proposal, from brief to draft	With the proposal plugin	3+ days → 1 day	−67%

02 Experience

AI Engineer at Akveo Aug 2025 – now

Hands-on work on AI agents, voice agents and tools for engineers, alongside running the department.

- Voice and order-matching agents for pre-sales, built as working prototypes before the contract
- Claude Code and Codex plugins in daily use across the department
- A proposal plugin that cut brief to first draft from 3+ days to 1 day

Head of Web Development at Akveo Aug 2021 – now

Leading Akveo's largest production department of 30+ web engineers, including hiring and staffing.

- Scaled the department from 15 to 30+ and brought in 75+ engineers
- 70+ client projects since 2021, with bench time down to 4%
- Moved every team to AI-assisted development; commits written with AI tools rose from 6% to 74%

Software Engineer at Akveo Mar 2019 – Jul 2021, senior and team lead

Frontend and mobile work on client products, and team lead on the healthcare membership app.

- Led the frontend and mobile team on a membership app
- Server-side rendering in Angular for a machine learning platform

Software Engineer at Vention May 2015 – Mar 2019, senior and team lead

Four products in four industries, among them cross-platform mobile apps and a real-time trading frontend.

- Team lead on a cross-platform mobile scheduling app
- Real-time trading interface on WebSockets
- Fullstack Ruby on Rails and React for a marketplace

Software Engineer at 1science Dec 2014 – May 2015, contract

Distributed web crawling for a research-information product.

- Scrapy crawlers at scale

03 Projects

Client names are kept private. Each project is described by what it was and who used it.

Order Confirmation Agent	AI prototype for a distributor's purchasing team A working prototype in 3 days, where a proof of concept used to take 4-6 weeks Anthropic Claude, Structured outputs, RAG, TypeScript, NestJS, PostgreSQL, Supabase	AI engineer, Akveo, 2026
Voice Support Agent	AI prototype for an electric vehicle charging network's driver support Demoed to the prospect as a working product before the contract OpenAI, Real-time voice, Tool calling, MCP, TypeScript	AI engineer, Akveo, 2026
Proposal Plugin	Internal pre-sales tool on Claude Code and Codex Brief to first draft in 1 day instead of 3+; used on 6 pre-sales deals in the first three months Claude Code, Codex, MCP, RAG, Prompt engineering	AI engineer, Akveo, 2026 - now
Engineering Workflow Plugins	Plugins and skills for Claude Code and Codex Part of every team's daily workflow Claude Code, Codex, MCP, TypeScript	Lead engineer, Akveo, 2025 - now
AI Adoption Program	A change in how the whole department builds Commits written with AI tools went from 6% to 74% across a 30+ engineer department, 2024 to 2026 AI adoption, Claude Code, Codex	Program lead, Akveo, 2024 - now
AI Meetups at Akveo	Weekly talks and hands-on sessions for Akveo engineers AI adoption, Claude Code, Codex	Co-organizer and speaker, Akveo, 2026 - now
Internal Tools	Small apps for Akveo's own operations TypeScript, Next.js, React, Cloudflare, Claude Code	Engineer, Akveo, 2025 - now
Hiring and Onboarding Practice	How the department hires and onboards Hiring, Engineering management	Hiring lead, Akveo, 2021 - now
Emergency-Travel Membership	Healthcare app for web, iOS and Android	Team lead, Akveo, 2019 - 2021
Machine Learning Workflow Platform	Web platform for machine-learning teams	Senior engineer, Akveo, 2019
Home-Services Marketplace	Consumer marketplace on the web	Senior engineer, Vention, 2018 - 2019
In-Store Rewards and Referrals	Rewards web app for small shops	Engineer, Vention, 2017
Web Trading Platform	Browser trading platform for active traders	Senior engineer, Vention, 2016 - 2017
Talent Booking and Scheduling	Booking app for the talent industry, on iOS, Android and web	Team lead, Vention, 2015 - 2016
Research Data Crawler	Data pipeline for a research-information product	Engineer, 1science, 2014 - 2015

04 Skills and Education

AI	OpenAI, Anthropic Claude, AI agents, tool calling, MCP, real-time voice agents, RAG, structured outputs, evals and prompt engineering, Claude Code and Codex plugins
Engineering	TypeScript, Node.js, NestJS, React, Next.js, Angular, Swift, SwiftUI, Ionic, React Native, PostgreSQL, Supabase, AWS, Cloudflare, Railway, Docker
Leadership	Engineering management, hiring, pre-sales and estimation, AI adoption in engineering teams
Education	Belarusian State University, Computer Science
Languages	Belarusian (native), Russian (native), English (professional)

05 Contributions and Training

[Management Skills Development Program](#) · Stratoplan Management School, Oct 2024
Manager development, motivation and feedback, and constructive confrontation in difficult employee conversations.