

Alexander Patlukh

AI enablement lead · agentic systems · learning design

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Looking for: an AI enablement or AI operations lead role in a product company with real operational volume. Full-time or contract, remote or relocation.

Summary

I lead teams that change how a company works with AI. I take a real process, find out how it actually runs, rebuild it around agents, and leave people able to run it without me. I have built and led teams from four to twenty people, hired for them, set their production process, and owned a direction with its P&L.

I am a lead who can still build. Fifteen years of web development sit under the enablement work, so I can prototype an agent pipeline myself, see where it breaks, and hand it to the team as something that already runs.

Before agents, the new technology was the web. I was on the founding team of Yandex Practicum and led the department that created its web development courses. I co-founded Kruzhok, a non-profit that ran free schools for teenagers in small towns. The job has been the same in both eras: get people across a new technology, and build the system and the team that keep it running.

Selected results

- **Built and led a direction from zero:** AI bootcamps at Hyperskill became a separate business line in 2025, with its own team of six and a P&L I owned. AI Engineer came out of it as the product that worked and outlived the rest.
- **Led the department behind the web development faculty at Yandex Practicum:** 20+ authors, editors, designers, developers and QA, from the first prototypes to programs launched in several countries. In the first year 80% of graduates found a job within three months, measured by the team's own research.
- **Corporate AI program for a whole product team,** five weeks, 22 people in every role, not only engineers. Of the projects the team built, 10 went into use immediately and 5 were still running two months later. I designed the program, assembled the working group, and built the reporting that showed the client's leads who was actually adopting AI.
- **Free schools for teenagers in 15 regions** with Kruzhok, the non-profit I co-founded: 27 schools, over 400 teenagers, eleven websites they made about their own places. The method and the guides we wrote let practitioners with no teaching experience run a school without a founder in the room.
- **Recruitment funnel rebuilt around agents** for a client of theona.ai: the recruiter went from 18 hours a week on the funnel to 3, and time to offer went from 25 days to 10.

Experience

theona.ai · AI Enablement Designer

January 2026 to present (full-time to September 2026, on contract since). A team that helps other teams become AI-native, with its own platform for building agents.

- Designed agent pipelines for recruitment, sales and operations: took each funnel apart step by step and turned the steps into chains of agents running on the theona.ai harness.
- Owned the enablement side for a team of eight: built the systems that carry their external communications end to end, wrote the rules for using them, and coached teammates until they ran the systems without me.
- Ran workshops where client HR teams and executives built their first working agents.

Hyperskill · Content Team Lead, then Head of AI Bootcamps, then Learning Team Lead

September 2024 to January 2026. Online platform for learning programming.

- Built the content team and its production process: roles, ownership, a repeatable way of making courses instead of one-off heroics.
- Led the AI bootcamps as a separate business line in 2025 and owned its P&L. Line-up: AI Engineer, AI Entrepreneur, and long Java and Kotlin programs. AI Engineer became the main product and was later rebuilt as a short, intensive format.
- Ran a team of six across product, marketing, content production and learning support, plus external experts, and hired into it as the direction grew.
- Designed and delivered a five-week corporate AI program for a whole product team at a software company, including the adoption reporting for its leads.
- Worked on Enlighter, a product that teaches agentic coding inside the IDE: learning content and launch.
- Led the content and learning support teams through the company's strategy shift when my direction was folded back in, and kept the people and the programs intact.

Yandex Practicum • founding team, Content Team Lead, then Technical Lead

May 2018 to June 2024. Online school where people learn a new profession in IT.

- One of the first people on the team, from the first prototypes to launches in several countries.
- Built and led the education department of the web development faculty: 20+ authors, editors, designers, developers and QA. Hired the team, set how courses get made, and ran the production for six years.
- With the authors, created the full course base on HTML, CSS, JavaScript, Git, React and Node.js. It became the core of the programs launched in several countries.
- Wrote parts of the learning platform myself: the in-browser trainer, student support logic, 1000+ coding tasks, a DNS self-service app for students, learning APIs.
- 2022 to 2023: wrote a new HTML and CSS course for people who work around the web, not only future developers.
- 2023 to 2024: as technical lead, led a team of technical experts and designed React, Next.js and Node.js courses for teenagers.

Kruzhok • co-founder, CTO, teacher

May 2017 to August 2023. Non-profit running free schools for teenagers in small towns and villages.

- Co-founded it with three others and built it into a team that ran schools across 15 regions: 27 schools, over 400 teenagers.
- Designed short programs across technology, design, urban studies, music, journalism and podcasting, and wrote the guides that let invited practitioners run them without us.
- Built and ran the infrastructure: servers, CI and deploys, and the eleven sites the teenagers made about their own places.
- The work drew national attention: a documentary by Yury Dud, six football pitches built with adidas, a grant program with a bank.

Earlier

- **Stradarium**, frontend developer, 2024 to 2025. A platform that teaches the humanities: the admin panel for courses and our own page builder for landing pages.
- **Rima.Media**, frontend developer, 2024 to 2025. Web interfaces and frontend apps for civic tech projects.
- **Doka**, strategy consultant then writer, 2022 to 2023. Open-source documentation on web development: strategy, community communication, an agreement with partners to fund the editorial team.
- **POSSIBLE**, project manager, 2015 to 2017. Digital campaigns for Colgate, Nestle, PepsiCo and 3M. The launch site for Colgate's Ancient Secrets won a Silver Mercury.
- **Trendway**, co-founder and CEO, 2011 to 2019. A small web studio: contracts, processes, contractors and delivery for clients from a delivery company to an online magazine and a portal for bone marrow donors.

- **Moscow Coding School**, educator, 2016 to 2019. Designed and taught my own courses, from Python in Minecraft for kids to a web development bootcamp for adults.
- **Pony Express**, web developer, 2009 to 2014. Moved the company's whole set of websites from custom PHP to Drupal so the marketing team could edit them themselves.

What I do

Leading. Building teams and directions: hiring, ownership, production process, working with stakeholders, and carrying a team through a strategy change. Teams from four to twenty people, and a direction with its own P&L.

Process work. Measuring how a process runs today, redesigning it around agents, proving the effect in hours and money, handing it over to the people who will run it.

Agents and tooling. Claude Code, Codex, agent harnesses (OpenClaw, Hermes, theona.ai), vibe-coding IDEs (Cursor, Windsurf), agent skills, MCP integrations, evaluation of agent output, Python, Node.

Engineering. HTML, CSS, JavaScript, TypeScript, Vue, Nuxt, React, Node/Express, MongoDB, PostgreSQL, Docker, Nginx, Linux, CI on GitHub Actions and GitLab.

Learning design. Curricula for technical skills, from beginner to junior developer and from prompting to production agents. Corporate programs where the result is measured by what people build and keep using afterwards.

Education

- **Moscow State University**, specialist degree in sociology and management, 2005 to 2010.
- **Sholokhov Moscow State University for the Humanities**, master's in social design, 2010 to 2012.
- **Moscow Coding School**, web development, 2013 to 2015.

Languages: Russian native, English professional working.

Beyond work

I play guitar, these days most often in a duo that performs in Tbilisi, and I also play in an international band. I run a small music label, Pa7lux, produce records for other artists and sing in a Georgian folk choir. The music is not a footnote: it is where a good part of my judgment about people and craft comes from.