

Leonid Khudisman

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SUMMARY:

Results-driven QA leader with extensive experience in agile methodologies and software, hardware, and firmware testing. Proven ability to build, mentor, and scale high-performing QA teams while architecting automation frameworks, implementing complex test plans, and coaching engineers in test automation architecture. Currently driving end-to-end quality transformations for IoT devices, cloud pipelines, and firmware — consistently reducing critical defects by 78–90% and release cycles by up to 85%. Passionate about driving quality, compliance, and modern AI-driven solutions through a collaborative, product-focused approach. Seeking Director / VP / Head of QA roles.

SKILLS:

- **Leadership:** Expert in building, mentoring, and scaling high-performing QA teams. Proven ability to drive quality transformation by implementing Agile QA processes and optimizing the Software Development Life Cycle (SDLC).
- **Quality Assurance:** Expert in all aspects of Quality Assurance, including designing and implementing robust automation frameworks, developing comprehensive test plans and cases, and leading various types of testing methodologies to ensure exceptional product quality.
- **Test Automation Software:** Extensive experience in Selenium, mobile testing using Appium, Tosca, Sofy, WATIR, ReadyAPI, Postman, JMeter, Apache Bench, Siege, Locust, Nessus, Burp, Talend, TestFlight.
- **Salesforce:** Competent in Commerce Cloud (SFCC), Service Cloud (SFSC), and Marketing Cloud (SFMC).
- **Medical:** Knowledgeable in VRDC, FHIR, HL7, BCDA, Blue Button API, Epic EMR, ETL (ExtractionTransformation-Load).
- **AI and Data:** Hands-on experience with embedding-based search and ranking, LLM-assisted screening and matching, synthetic data generation, and evaluation of model quality and regressions.
- **AI Tools and Ecosystem:** Practical experience using Codex/Copilot, Claude, and Gemini to accelerate test design, code generation, log analysis, and prototype AI workflows.
- **Platforms:** Skilled in UNIX, Linux, FreeBSD, Windows, and Macintosh.
- **Programming languages:** Proficient in Python, gRPC Protobufs, Ruby, Perl, Bash, PowerShell, Grails, SQL, JavaScript, Groovy, CSS, HTML, Flutter, Dart.
- **Database systems:** Experienced in Oracle, MySQL, PostgreSQL, Microsoft SQL Server, LDAP, MongoDB, and Redis.
- **Cloud:** Proficient in Amazon Web Services (AWS) and Microsoft Azure, Google Cloud.
- **Virtualization:** Skilled in Docker, VMware, Hyper-V, Xen, VirtualBox.
- **CI Tools:** Proficient in CircleCI, Jenkins CI, Bitrise, Bamboo, and AWS CodePipeline, GitHub Actions.
- **Hardware/Firmware Testing:** Nordic Semiconductor SDK tools, Zephyr firmware tools (west).
- **Other Tools:** Knowledgeable in various tools such as SVN, GIT, TestRail, Atlassian Products Suite (JIRA, Bamboo, Confluence, etc.), SonarQube, Sentry, Looker Studio, Power BI, and more.

EXPERIENCE:

Pison Technology, Boston, MA 2024-Present

Head of QA

- Led a QA team, and designed/implemented a CI/CD pipeline for hardware/firmware testing (including real wearable devices), resulting in an 85% reduction in release cycle time and significantly enhanced product reliability in an agile environment.
- Established comprehensive QA processes and drove collaborative implementation across departments, leading to 78% fewer critical defects reported post-release and improved overall team alignment on quality standards.
- Engineered an automation framework for firmware testing that achieved 60% greater test coverage and reduced manual testing efforts by 16 hours per release cycle.
- Developed a comprehensive suite of test scripts covering all testing areas of wearable devices, ensuring thorough product validation and minimizing the risk of functional issues during enduser testing in addition of black box and white box testing.
- Implemented scripts for generating synthetic sleep and activity data for comprehensive testing scenarios, enabling robust data analysis and performance evaluation, and significantly improving data-driven testing accuracy for firmware and hardware.
- Managed and coordinated both on-premises and off-premises resources, optimizing resource allocation and project execution efficiency across all testing initiatives, including managing 3rd party relationships and deliverables.
- Collaborated on Design Verification Testing (DVT) for Pison Technology, including writing all test scripts needed to verify new hardware iterations and functionality.

Top Quality Consulting, Remote 2024-Present

Owner / Principal QA Consultant

- Led QA efforts for an IoT smart water heater device, validating the complete data flow from raw telemetry on the device through cloud processing to mobile applications, with the majority of issues (including ~90% of critical defects) detected in-house before reaching production.
- Implemented Home Assistant integration for the device, ensuring data was correctly propagated from the device into Home Assistant dashboards and that those integrations continued to function correctly as data flowed through the cloud pipeline.
- Designed and implemented a full end-to-end test plan and authored detailed test cases to cover all functional, performance, and edge-case scenarios, increasing test coverage to roughly 90% of identified user journeys.
- Built a monitoring suite to track device, cloud, and e-commerce metrics in real time, enabling earlier detection of anomalies and cutting mean time to detect critical issues by about 50%.
- Worked on a firmware automation suite to exercise upgrade flows, failover paths, and configuration changes, reducing manual regression time per firmware release by 8–10 hours and improving confidence in over-the-air updates.
- Advised another client on adopting a Quality First Mindset and implementing lightweight QA practices (Definition of Done, test ownership, and release criteria), which enabled them to move closer to continuous delivery and shorten their release cycle from monthly to roughly biweekly.

Brainy Recruit, Remote 2025-Present
Founder / Head of Product and Quality

- Building Brainy Recruit, a privacy-focused and explainable resume intelligence system that parses resumes, interprets job descriptions, and produces granular match scores recruiters and users can trust.
- Designed and implemented AI-driven matching approaches that combine semantic signals, keyword intent, and experience patterns, improving internal match quality by 3.2× over simple keyword search.
- Gained hands-on experience with multiple embedding models and LLMs used as an initial screening and ranking layer, delivering >92% accuracy and full explainability while maintaining predictable behavior across model updates.
- Established a modular, contract-driven architecture and quality strategy to keep the AI components testable and maintainable, including synthetic profile generation and regression suites that reduced model regression issues by 85%.
- Defined privacy and data-handling practices that keep sensitive candidate information protected while still enabling meaningful analytics and insights for recruiters and organizations.

Health Data Analytics Institute (HDAI), Dedham, MA 2021-2024
Senior Director of Quality Assurance

- Built a QA team of 8 people from the ground up, including both on-site and off-site team members.
- Coordinated cross-functional collaboration for release processes and branching strategies.
- Defined key measurements to quantify and benchmark QA effectiveness, resulting in a 68% improvement in story rejection rate and a 12% increase in defect detection effectiveness.
- Designed and implemented a Release Process that reduced release time from quarterly to weekly.
- Designed and implemented automation frameworks for HDAI product suite, achieving 82% code and functionality coverage in just 3 months, resulting in a 60% reduction in testing time.
- Defined and executed a comprehensive software quality strategy at every stage that was part of a robust CI/CD strategy, allowing the company to move closer to daily releases.
- Implemented FHIR and BCDA mock servers for functional and performance testing, resulting in ability to do more comprehensive testing of these features.

ASICS Digital, Boston, MA 2018-2021
Director of Quality Assurance

- Built a global QA team of 15 people from the ground up with an emphasis on Quality Mindset and automation, which allowed us to implement quality at every stage of SDLC.
- Initiated designing and implementing Engineering Career Framework to help people grow their careers.
- Facilitated cross-functional collaboration with internal and external stakeholders.
- Defined key measurements to quantify and benchmark QA effectiveness, adjusting processes for continuous improvement, which decreased the number of defects getting to production by 87%.

- Optimized release processes, achieving daily releases.
- Initiated Site Speed project, which decreased page load for mobile, tablet, and desktop devices globally by 90%.
- Designed and implemented automation frameworks for global e-commerce and mobile applications, taking into consideration multiple brands and locals, achieving 91% code and functionality coverage in just 6 months, resulting in a 50% reduction in testing time.
- Defined and executed a comprehensive software quality strategy at every stage that was part of a robust CI/CD strategy, allowing us to move fast (daily releases) in order to deliver value to the customers.

PREVIOUS EXPERIENCE:

Digital Quality Manager, Cimpres, Waltham, MA 2016-2018

Principal Software Engineer in Test, OneCloud Software, Boston, MA 2014-2016

QA Manager, SilkRoad Technology, Bedford, MA 2012-2014

QA Manager, Avenue100, Woburn, MA 2010-2012

Operations Manager (QA), Helium, Inc., Andover, MA 2006-2010

EDUCATION AND TRAINING:

Master of Science in Computer Information Systems, University of Phoenix, Phoenix, AZ 2002-2004

Bachelor's Degree of Science in Computer Science, Salem State University, Salem, MA 1994-2000

OWASP Boston PWAPT Training (Developer Edition), Boston MA 2016