



DAVID NOVOTNY

LEADER and **QA EXPERT** with 12+ years of experience in military simulations industry, working on training systems used by NATO armed forces.

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ABOUT ME

I'M MOST PROUD OF

Finding the right people, providing them with support and training to build top of the world QA department, allowing our company to be a leader in a very challenging field of military simulations.

MY CORE BELIEVES

- Striving to be the best. **To make a difference.** Learning from others, mentoring, and coaching.
- Freedom and teamwork. Giving people responsibilities and support to do great things.
- QA as a service. Understanding needs of development, customers, and stakeholders alike. Building them great products and environments.
- Having a vision worth following and building something we can be proud of on top of it.

JOB EXPERIENCES

FROM TESTER TO DIRECTOR OF QA

2009 - Ongoing

BOHEMIA INTERACTIVE SIMULATIONS k.s. (now under BAE Systems)

- From the ground up created self-running QA organization and processes based on constant improvements and stakeholder focus. Managed 5 other managers.
- Set a vision, mission, and values for the QA organization. Defined a global QA strategy.
- Came up with a praised "customer needs driven testing" process. Defined a framework to gather feedback from customers to drive our testing. Worked on best test strategies together with both our customers and stakeholders.
- Co-produced many successful releases of our flagship products.
- Led successful large-scale acceptance events of our products by the US Army, UK Ministry of Defence and Swedish Army. Supported customers on-site during their training exercises.
- Grew QA team of 4 into over 70 experts operating on three continents. Defined a recruitment and hiring strategy for QA later adopted by whole development organization.
- Vast experience with talent acquisition and hiring in EU, US, and AUS regions.
- Created environment with high work satisfaction.
- Set up an extensive data mining and KPI analysis process with focus on continuous improvement, bringing our release window from 3 months to 2 weeks.
- Transformed QA process from waterfall to agile environment.
- Managed successful ISO 9001:2015 certification for the department and the company.
- Prepared and ran variety of customer presentations and trade shows.
- Experience with various types of testing and debugging both from tester and manager perspectives.
- Knowledge of programming (C#), networking and extensive experience with writing customer facing documentation.

PRODUCT OWNER

2016 - 2018

BOHEMIA INTERACTIVE SIMULATIONS k.s.

- Managed 8-member project which successfully designed and delivered in-house, companywide future-proof automation framework, solution which is still in use today. It gave me an opportunity to get experience in a product management role.
- Wrote parts the underlying code (using SQF, C#, Bamboo, Jenkins, NAnt, PowerShell).

REFERENCES



More information, references and recommendations available both on my LinkedIn profile and on request.

HOBBIES

