



Andrei Matsko

Director, AI Solutions · EPAM

Product leadership · AI-native delivery · AI solutions

Experience

Agentic Delivery Lead

EPAM · 2026 – present

Lead end-to-end delivery of a client HR platform. Built the agent workflow; train product managers and deliver one workstream hands-on.

Product leadership, AI for Internal Functions

EPAM · AI for Internal Functions · 2024-05 – 2026-06

Built the business-impact scoring and ROI framework. Created Agentic Intake and packaged solutions; co-owned HCM AI solution materials.

Director, Workforce Planning & Management

EPAM · 2022-08 – present

Set product priorities and portfolio metrics. Reorganised teams around staffing and hiring value streams.

Legal AI Product Manager

EPAM · Legal AI Copilot · 2024-05 – 2026-06

Led product scope and requirements. Worked with Legal specialists and the delivery team on Legal AI Copilot: 2,000+ contracts reviewed (cumulative use by January 2026).

Senior Program Manager / Portfolio Product Manager

EPAM · 2019-09 – 2022-09

Planned roadmaps across recruiting, staffing and planning. Made talent-CRM vendor and integration decisions.

Talent Acquisition Office & TA Products

EPAM · 2015-11 – 2019-08

Led referral-product improvements. Planned talent-CRM vendors and integrations across Talent Acquisition.

Profile

Product strategy, investment assessment and hands-on delivery. Solution consulting, AI ROI assessment and pre-sales.

Strengths

AI product management

Internal-function products and agent decisions.

AI ROI assessment

Business Impact Scoring and agentic intake.

Solutions consulting & presales

Business cases, scope, prototypes and client delivery.

Product portfolio management

Priorities, team design and investment.

AI-native delivery

Agent workflows, hands-on product delivery and PM training.

AI evaluation & testing

Agent checks using planted defects and expert references.

Agent memory & knowledge

Memory scopes, structured domain knowledge and context reuse.

Human Capital Management

Staffing, recruitment and HR platforms.

Selected work

Staffing readiness pilot

A/B pilot (March-May 2026; ~430 employees): 33% less bench time. Employees completed critical staffing tasks twice as fast with personalised Teams checklists, reminders and coordinator follow-up. Supervised the platform supporting the pilot, helped shape the process and select the team, and drove the A/B test to assess business value. The team built and tested the bot.

Client solutions & presales

Shaped scope, business cases and prototypes with pursuit teams; continued into product and delivery work on selected engagements.

WPM Product Portfolio

Staffing Desk recorded ~14K monthly users (2026). Staffing Desk supports matching employees to projects and managing staffing decisions. Led the product portfolio, reorganised teams around value streams and defended its investment priorities.

Earlier experience

Head of Insurance Products & Operations

PPF Insurance · 2012-01 – 2015-11

Insurance Product Manager & Financial Analyst

Generali · 2011-06 – 2012-01

Actuary, Technical Product Owner & Integration Lead

BY Insurance Pension Fund · 2008-11 – 2011-06

Full Stack Software Engineer

Jlab · 2008-02 – 2010-09

Education

Actuarial Mathematics

Belarusian State University

Finance and Credit

Belarus State Economic University

Credentials

OpenAI: Codex Solutions Practitioner; Technical Practitioner; Consultative Solutions Practitioner.

Google: Certified Partner Specialist – Gemini Enterprise Agent Development.

SpaceXAI: Forward Deployed Engineer (FDE) accreditation.

Selected links

AI SDLC Observations
QA Canary evaluation article
Pensiever starter kit
Writing