

Letter of Recommendation

Uranbek Anarbaev · Python Backend Engineer / AI Engineer

Programmatica, Moscow · January 2025 — May 2026

FROM

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INTRODUCTION

It is my pleasure to recommend Uranbek Anarbaev, whom I directly managed at Programmatica from January 2025 to May 2026. While his official title was Python Backend Engineer, his actual scope of work extended well beyond that role — encompassing machine learning, AI Engineering, and data science. Over the course of his tenure, Uranbek was progressively entrusted with access to increasingly critical systems and data, a reflection of the trust he earned within the organization. He departed due to a restructuring of his division — a decision driven purely by organizational changes and in no way related to the quality of his work.

PROJECTS & TECHNICAL ACHIEVEMENTS

Uranbek independently led and contributed to a range of core products across the platform:

- ▶ AI Video Recommendation System — a recommendation engine built on image-level content analysis. Improved recommendation relevance by 300% and system stability by 100%.
- ▶ GPT-based Contextual Targeting Engine — automated classification of websites by topic, semantics, and category for precise, high-relevance ad placement at scale.
- ▶ Dynamic Creatives — a real-time system for dynamic selection and rendering of ad materials based on viewing context.
- ▶ Auction Click-Through Rate Prediction — ML model for predicting auction win probability and implementing intelligent bidding logic to maximize advertiser ROI.
- ▶ AI-powered Creative Moderation — automated review of ad materials using Yandex Vision AI and custom ML solutions; processed over 40,000 creatives across various formats, including content types that are computationally heavy to analyze.
- ▶ Creative Performance Forecasting — a system for predicting and managing ad creative rotation based on accumulated performance statistics.
- ▶ DevOps & Infrastructure — took on infrastructure tasks as needed: wrote configs, configured Nginx routing, deployed an internal LLM infrastructure via Ollama for company use, and worked directly with server hardware. Set up GitHub Actions CI/CD pipelines.
- ▶ Elasticsearch & Data — deep work with ELK Stack (Elasticsearch, Logstash, Kibana): index design, data management, centralized logging and production monitoring.

Beyond Python, Uranbek applied Go and Rust where appropriate, and independently resolved frontend issues when needed — reducing cross-team dependencies and saving meaningful time.

LETTER OF RECOMMENDATION

Stack: FastAPI · Django · PostgreSQL · MongoDB · Redis · Celery · Docker · Nginx · ELK Stack · Pytest · Sentry · Swagger

PROFESSIONAL QUALITIES

Uranbek operated with a high degree of autonomy. Given a task, he would independently identify the right stakeholders, clarify requirements, scope the work himself, and deliver end to end — including testing and production integration. He led several projects fully independently, and collaborated effectively on others.

Beyond pure engineering, Uranbek demonstrated genuine project ownership: he identified resource needs, flagged risks proactively, and came to the table with concrete proposals. This kind of business-aware thinking is uncommon at his level of seniority.

Working within a team of 6 to 13 people over eighteen months, Uranbek maintained zero conflicts — with peers or leadership. He listened, adapted, and integrated seamlessly into the team. He never missed a meeting, never took sick leave, and was consistently on time with every deadline.

RECOMMENDATION

I recommend Uranbek Anarbaev without reservation. He is a versatile engineer with strong expertise in backend development, machine learning, and AI Engineering — who also steps up for infrastructure work when needed, and consistently thinks in terms of business outcomes, not just technical deliverables. I am confident he will be a strong asset to any team he joins. Please feel free to reach out with any questions.

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Date: 14.05.2026

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