

# Riano Dong

Target: R&D Director | R&D Manager | Project Manager  
| Project Lead | Quality Manager

Mail: me@riano.ee | +86 18658169301 | Age: 43 |  
Open to overseas relocation



## SUMMARY

20-year R&D Director with a Mathematics degree from Zhejiang University. Built and led a 180-person R&D org with a €6M annual budget, delivering 5G BTS platforms across full lifecycles. Drove agile transformation and AI tooling adoption across cross-border teams in Europe and China. Fluent English, conversational Japanese. Certified Senior Engineer.

## EXPERIENCE

### Nokia Solutions and Networks Technology (Beijing) Co., Ltd.

Hangzhou, China | **R&D Director** | Reports to Global VP | Team HC: 182 | 2006 – Present

Career path: Software Engineer (2y) → Scrum Master (2y) → R&D Manager (8y) → R&D Director (8y)

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| <b>Team &amp; Organization</b> <ul style="list-style-type: none"><li>Built 180-person R&amp;D team from scratch; hired and developed PMs, resource managers, defect coordinators, and quality leads</li><li>Coordinated R&amp;D across Europe, Southeast Asia, and China; resolved cross-timezone resource conflicts before critical path impact</li></ul>                                          | <b>Engineering &amp; Automation</b> <ul style="list-style-type: none"><li>Rolled out end-to-end Scrum; built CI/CD automation pipelines across <b>14 repos and 19 CI/CD pipelines</b></li><li>Built web metrics dashboard — <b>reduced manual reporting by 80%</b>, improved alert response time by 70%</li><li>Managed program ramp-down and knowledge transfer after business exit — zero downtime across 14 repos and 19 pipelines</li></ul> |
| <b>Delivery &amp; Quality</b> <ul style="list-style-type: none"><li>Delivered 22+ releases of 5G/SBTS strategic programs, 100+ features per release, <b>100% on-time milestone rate</b></li><li>Integrated DFMEA into 5G BTS development — <b>cut field defects by 70%</b></li><li>Owned defect triage, severity classification, and cross-functional closure (Product, Dev, Test, CI/CD)</li></ul> | <b>AI &amp; Innovation</b> <p>Deployed Copilot/Cursor and internal AI test generation — <b>cut code feedback cycle time by 50%</b></p>                                                                                                                                                                                                                                                                                                          |

|                                  |                                               |                                                          |                                                     |
|----------------------------------|-----------------------------------------------|----------------------------------------------------------|-----------------------------------------------------|
| <b>19y</b><br>5G BTS development | <b>182</b><br>Team Size<br>Built from scratch | <b>€6M</b><br>Annual Team Budget<br>P&L ownership        | <b>22+</b><br>5G BTS Releases<br>100+ features each |
|                                  | <b>100%</b><br>On-Time Rate<br>All milestones | <b>50%</b><br>Faster Feedback<br>After AI tooling impact |                                                     |

### Suzhou Hongzhi Technology Co., Ltd.

Suzhou, China | **Software Engineer** | 2005 – 2006

- Migrated Japanese securities trading system from IBM mainframe to UNIX
- Built front-end in JSP; back-end logic in COBOL and C++

# Key Projects & Contributions

|                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                            |
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| <b>BTSMED Platform</b><br><i>2018 – 2023</i><br>Unified platform linking base stations to carrier management systems. Managed <b>180+ people</b> , <b>22 releases</b> (100+ features each), <b>100% milestone hit rate</b> ; delivered under extreme memory and telecom-grade stability constraints. | <b>FlatOAM</b><br><i>2022 – 2026</i><br>OAM layer for Nokia 5G RAN (CM/PM/FM/User/Session/Security/Troubleshooting). Managed <b>150+ people</b> , cleared heavy technical debt under tight schedules, <b>3 releases</b> , <b>100% on-time</b> . | <b>Agile Transformation</b><br><i>2012 – 2022</i><br>Led transformation of a 3,000-person industry-leading project from Waterfall to Scrum agile. Managed end-to-end project lifecycle spanning tool selection, requirements, training, progress tracking. <b>Improved development efficiency by 50%</b> . |
| <b>Culturocity</b><br><i>2016 – 2018</i><br>Designed and ran cross-cultural training across Finland, China, Poland, India, Malaysia, and Japan — delivered dozens of sessions to <b>5,000+ staff</b> .                                                                                               | <b>AI Tooling</b><br><i>2025 – 2026</i><br>Funded and deployed Copilot/Cursor and private LLM test generation; navigated data silo challenges in legacy embedded codebases.                                                                     | <b>AI Innovation Mentor</b><br><i>2025 – 2026</i><br>Funded internal AI pilots; helped teams scope problems, select models, and tune parameters — several prototypes spun out for external funding.                                                                                                        |

## EDUCATION

### Zhejiang University

B.S. in Applied Mathematics

2001 – 2005

## CERTIFICATIONS

- **Senior Engineer** — China national professional title
- **TL9000** — Telecom ISO 9001 quality management experience

## SKILLS

### Languages

**English** — Fluent  
20 years multinational workplace

**Japanese** —  
Conversational

### Engineering

Scrum / Agile, CI/CD, DFMEA, Test driven Develop,  
AI tooling: Copilot, Cursor, LLM, Vibe coding, Agent creation  
Java, Python, C++

### Management

P&L ownership (€6M budget)  
Talent pipeline development  
Cross-border team leadership  
Europe, EA, China, US

### Domains

Telecom / 5G RAN/ Cloud RAN  
OAM systems  
Securities trading systems  
Cross-cultural training

# 董明岩

求职目标：研发总监 | 研发经理 | 项目经理 |

项目主管 | 质量总监

邮箱: me@riano.ee | +86 18658169301 | 性别: 男 | 年龄: 43

接受跨国工作



## 自我评价

浙江大学数学系，20年技术出身，复合型组织与团队及项目管理专家，具备超大型复杂团队及项目全生命周期管控能力，软硬件集成项目端到端交付；精通敏捷转型与全流程管控，善于在跨国跨文化矩阵组织中驱动目标达成。

## 工作经历

### 诺基亚通信系统技术（北京）有限公司

杭州 | 研发总监 | 汇报对象：诺基亚全球副总裁 | 下属人数：182人 | 2006 – 至今

成长路径：软件工程师（2y）→ Scrum Master（2y）→ 研发经理（8y）→ 研发总监（8y）

#### 团队与组织管理

- 组建180人团队，覆盖项目经理、资源经理、缺陷协调、质量管控等关键岗位，规范岗位职责与工作标准
- 搭建架构+项目管理+团队管理核心团队，赋能全域团队成长，统筹全球团队协同
- 10年团队管理经验，覆盖商业成本分析、人员招聘、员工激励、年/季度目标设立、考评、职业规划
- 全球协同：适配欧洲/东南亚/中国等地域协作模式，中英文常态化沟通，目标统一、执行高效

#### 交付与质量管控

- 牵头5G/SBTS核心产品战略项目，数十个版本全流程交付，单版本100+功能点，关键里程碑100%按期达成
- 统筹缺陷跟踪、定级、闭环整改与版本质量评审，联动产品、研发、测试、CI/CD团队协同推进
- 推动DFMEA嵌入5G BTS OAM 开发流程，用户环境缺陷率下降70%

#### 流程优化与效能提升

- 深度推行Scrum敏捷全生命周期管理，主导研发数字化与CI/CD自动化建设
- 搭建Web可视化平台，自动监控研发核心指标，预警时效提升70%，人工统计减少80%
- 主导业务线战略收缩，完成14个仓库及19条流水线的资产移交，业务零中断

#### AI转型与创新

- 部署Copilot/Cursor Vibe Coding，AI优化测试流程，私有语言AI生成测试用例，代码反馈周期缩短50%
- 孵化数个内部AI项目雏形，培养AI人才，个别项目尝试融资创业

19年

5G基站研发

182

团队规模

从零组建

€6M

年度预算

P&L管理

22+

5G版本交付

每版本100+特性

100%

里程碑达成率

全部关键节点

50%

反馈周期缩短

AI工具赋能后

### 苏州宏智科技有限公司

苏州 | 软件工程师 | 2005 – 2006

- 日本证券交易系统IBM大型机到UNIX的迁移
- 使用JSP开发前端用户展示，后端逻辑使用COBOL/C++编程

# 项目经历

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| <div><b>BTSMED 5G基站平台</b><br/><i>2018.11 – 2023.03</i><br/>公司战略级项目，构建统一平台链接基站与运营商管理平台。负责180人+全生命周期管理，Scrum敏捷迭代交付，统筹软硬件集成。成功交付22个版本，单版本最高100+功能特性，里程碑100%达成。</div> | <div><b>FlatOAM 通信设备软件</b><br/><i>2022.04 – 2026.10</i><br/>为Nokia 5G RAN产品链接基站与运营商管理平台。负责CM/PM/FM/用户管理/Session/Security/Troubleshooting等150人+项目全生命周期管理。成功交付3个版本，里程碑100%达成。</div> | <div><b>组织敏捷转型</b><br/><i>2012.01 – 2022.06</i><br/>业界领先3000人项目从瀑布模型转型为Scrum敏捷开发模式。统筹项目全流程，完成工具选型、团队组建、需求收集、团队培训、进度跟踪及交付移交。从根本上改变团队开发行为。工具链全面迁移，开发效率提升 50%，人工统计减少 80%。</div> |
| <div><b>Culturosimity 跨文化项目</b><br/><i>2016.09 – 2018.09</i><br/>诺基亚全球研发部门跨文化交流项目（芬兰、中国、波兰、印度、马来西亚、日本）。全球交付数十场文化交流培训，覆盖5,000+人次，为跨国项目合作打下深厚基础。</div>              | <div><b>内部AI工具赋能</b><br/><i>2025.12 – 2026.08</i><br/>推动组织AI转型，部署Copilot/Cursor Vibe Coding，AI优化测试流程，私有语言AI生成测试用例。代码反馈周期缩短50%，大幅提升研发交付效率。</div>                                   | <div><b>内部AI项目资助人+创新导师</b><br/><i>2025.12 – 2026.08</i><br/>内部AI孵化项目，帮助团队拆解需求，了解AI大模型边界，技术方案讨论，模型参数调优。孵化数个内部AI项目雏形，培养AI人才，个别项目尝试融资创业。</div>                                  |

教育背景

## 浙江大学

应用数学 本科（学士）

2001 – 2005

证书

- 副高级工程师职称（中国国家专业技术职称）
- TL9000（电信行业ISO 9001）质量管理体系经验

技能

### 语言能力

英语 – CET-6，20年外企英语工作环境，听说读写流利

日语 – 日常沟通

### 工程技术

Scrum / 敏捷，CI/CD，DFMEA，测试驱动开发

AI工具：Copilot、Cursor、LLM、Vibe Coding、Agent创建

Java、Python、C++

### 管理能力

P&L管理（€6M预算）

人才梯队建设

跨国团队领导

欧洲、东南亚、中国、北美

### 专业领域

电信 / 5G RAN / Cloud RAN , OAM系统

质量管理，项目管理

证券交易系统

跨文化培训