Vadim Tabakman

Solutions Engineering Leader | Global Pre-Sales Executive | Sales Engineering
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PROFESSIONAL SUMMARY

Pre-Sales and Solutions Engineering leader who builds and scales global organizations that win complex enterprise SaaS deals. Led the Global Solutions Engineering organization across AMER, EMEA, MENA and APAC, supporting 120-plus sellers and a global partner ecosystem, and built the partner and channel presales motion that enabled partners to co-sell on the platform.

Proven record of improving technical win rates, scaling a global Solutions Engineering organization without losing retention, and embedding AI into pre-sales workflows ahead of the market. Began as a software developer with 11 years of hands-on engineering, and still build today, which keeps me credible with Product, Engineering, and the technical buyers our Solutions Engineers sell to.

CORE SKILLS

Pre-Sales Leadership: Sales Engineering, Solutions Engineering, Solution Architecture, Demo Engineering, Proposal and RFP team leadership, global team building, talent development, retention, quota and capacity planning

Pre-Sales Execution: Demo strategy and frameworks, technical win rate improvement, MEDDPICC, value selling, deal desk, RFP and RFI response, POV and POC programs, trial-to-paid conversion, technical discovery, channel and partner enablement

Go-to-Market and Cross-Functional: Sales, Customer Success, Product, Engineering, Channel, and Revenue Operations partnership; Salesforce analytics and forecasting; onboarding and enablement design; territory planning; six and seven-figure enterprise deal cycles

Channel and Partner: Partner presales across ISVs, system integrators, and resellers; partner-facing Solutions Engineers; co-sell technical support; partner demo environments; channel coverage expansion; partner conference and summit delivery

Technical: Enterprise SaaS, workflow and process automation, AI integration, agentic workflows, solution architecture, hands-on development (C#, C++, Python, Flutter, .NET MAUI), Firebase, Anthropic API, OpenAI API

PROFESSIONAL EXPERIENCE

Nintex **2007 - 2026**

Seven promotions over 19 years, from Solutions Developer to Global VP. 13 years in Pre-Sales leadership across Team Lead, Manager, Director, and VP. Joined as an early-stage workflow vendor and grew with the company into a global SaaS automation platform.

Full career arc includes 5 years in Technical Support before transitioning through hybrid Support/Presales/Development work into Solutions Engineering. Full-stack customer-facing technical experience from ticket-level operator to global leader.

Global VP, Solutions Engineering **2021 - 2026**

Led the global organization across AMER, EMEA, MENA and APAC with three regional managers and director-level leaders as direct reports, supporting 120-plus sellers and the global partner ecosystem. Functions included Solutions Engineering, Solution Architecture, Demo Engineering, and Proposal Specialists. Owned technical win rate, pipeline quality, Solutions Engineer productivity, and go-to-market readiness across the Nintex automation and process intelligence portfolio.

- Built three AI-powered systems as the SE function's operating model: opportunity analysis agent, real-time chatbot for live customer calls, and AI-powered RFP system (~25% response-time reduction). AI-native operating model spread voluntarily across sales, renewals, customer success, and presales.
- Redesigned the customer trial program into an automated, white-glove POV motion, cutting time-to-value from 10 days to 1 day and improving trial-to-paid conversion by roughly 18 percent.
- Reduced recurring cloud infrastructure costs by approximately 60 percent through the redesigned trial and POV environment.
- Partnered with Revenue Operations to build Salesforce reporting that surfaced leading indicators of deal risk, enabling earlier Solutions Engineer intervention that preserved roughly 3 million dollars of at-risk pipeline.
- Restructured global Solutions Engineer onboarding into a repeatable skills and competency framework, cutting time-to-productivity from about 3 months to 1 month while lowering ramp cost per hire and sustaining high team retention.
- Established a unified global operating cadence with consistent performance standards across three regions, aligning demo standards, enablement, and deal desk handoffs so Solutions Engineer output held steady across reps and geographies.
- Embedded AI into the Solutions Engineering function with internal agents for demo preparation, discovery synthesis, and technical qualification, making AI a daily working tool for the team.
- Partnered with Customer Success and Product on technical handoffs and roadmap feedback to protect renewals and expand strategic accounts.
- Owned the global partner and channel presales motion across the full partner ecosystem of ISVs, system integrators, and resellers, acting as the technical demo and enablement engine that partner-sourced and partner-fulfilled deals depended on to reach technical close.

Director of Pre-Sales, Americas **2017 - 2021**

Promoted from Pre-Sales Manager to Director while scaling the Americas pre-sales team through a high-growth period.

- Scaled the Americas Solutions Engineering team from 1 to 13 people while supporting roughly 15 million dollars of ARR growth, keeping cost-per-hire about 20 percent below plan through an internal promotion pipeline.
- Introduced a structured demo framework that lifted technical win rates from roughly 20 percent to 30 percent and contributed to approximately 15 million dollars in incremental bookings.
- Reworked Solutions Engineer-to-territory alignment, improving coverage and response times and contributing an estimated 3 million dollar lift in pipeline-to-close.
- Launched a Solutions Engineer mentorship program that shortened new-hire ramp by about 20 percent and supported high team retention through the scale-up.
- Built the channel presales motion with partner Solutions Engineers, standing up partner demo environments and technical enablement that expanded effective coverage roughly 4x without proportional headcount growth.

Lead Technical Evangelist **2013 - 2017**

Founding technical voice for the Nintex pre-sales function during its early scaling years.

- Designed the demo framework and pre-sales processes that became the Nintex standard as the Solutions Engineering function grew from a handful of people into a global organization.
- Delivered keynote and breakout sessions at industry events, customer summits, and partner conferences, building personal and brand technical credibility in the workflow automation market.
- Built reusable demo environments and a technical content library that shortened sales cycles and gave new Solutions Engineers a fast on-ramp.
- Partnered directly with Product and Engineering, feeding customer insight into roadmap decisions and shaping multiple releases.

Software Support Analyst and Solutions Developer **2007 - 2013**

- Progressed from hands-on development into senior customer-facing technical roles, solving complex enterprise SharePoint and workflow automation problems.
- Built the deep product and platform expertise that became the foundation for later pre-sales and leadership roles.

EARLIER CAREER

Software Engineering Roles **1997 - 2007**

- Senior Solutions Developer at Cybertrust; Software Engineer at Create!form; Systems Analyst Programmer at Tabcorp.
- Eleven years of hands-on development in C#, C++, and Python, forming the technical foundation drawn on as a leader today.

SELECTED PROJECTS

EnrichPoint, Co-founder. Building a suite of mobile apps for individuals with special needs and their caregivers, including an AI-powered AAC communication app for non-verbal users. Stack: Flutter, .NET MAUI, Firebase, Anthropic API, OpenAI, and Azure AI APIs. CI/CD pipelines, Git-based workflows, and cloud deployment across iOS and Android. Hands-on product, architecture, and build work that keeps current technical skills sharp.

EDUCATION

Bachelor of Computer Science, Minor in Information Technology
Monash University, Melbourne, Australia