

INFORMAŢII PERSONALE

Vitalie Andrusca

Chisinau (Republica Moldova)

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vitalie.v.andrusca@gmail.com

Sexul Masculin | Data nașterii 21 Nov 86

LOCUL DE MUNCĂ PENTRU CARE SE CANDIDEAZĂ

Java Developer

EXPERIENȚA PROFESIONALĂ

07/07/2007-14/05/2011

Core Network Engineer

Moldtelecom S.A, Chsinau (Republica Moldova)

Set-up the IP/MPLS network . Start IP-TV project with DAAC System .

Integration works.

Customer Premise Equipement. Started developing processes.

12/05/2011-20/05/2014

Network & System Engineer

I.M MOLDCELL S.A, Chisinau (Republica Moldova)

Configuring and maintaining Moldtelecom MPLS-TP network.

Upgrade for C-DWDM an existing DWDM network

21/05/2014-30/11/2016

System & Network Engineer

Dessa International, Chisinau (Republica Moldova)

System adminstrator and core architecht for the project "Safe roads for Moldova".

Implementing a radar system for speed vehicles measurements(instant and average speed).

First steps with italians parteners on faceila detections solution for project "Safe city".

Project stopped midway.

Firts steps in software development.

01/12/2016-26/07/2017

Java Junior Programmer

Crossinx, Chisinau

Starting java career as software developer.

Involvment in production process of an existing online document exchange platform.

Technolgies: JavaSE(7), Hibernate, Tapestry frameworks.

07/08/2017-Prezent

Inginer Sisteme de Informatica

112 Moldova, Chisinau (Republica Moldova)

I participated and I continue to set up the IT system of the Unique Service for Taking Emergency

Curriculum vitae Vitalie Andrusca

Departments 112 Moldova.

Main tasks:

Creating Microsoft BD statistics, setting up the CoordCom system and resqueMap for emergency and interactivity with SSUs,

Finished projects:

1. ParseCXELogs application.

Description:Its a desktop java aplication that parse logs from a Voice Gateway (CXE) , stored in text files .All calls initiated from all voice providers are transited trough this device.

Logs are read in real time perspective (with regex patterns) and inserted in DB.

After this, aplciation is able to query and to display useful information about sensitive emergency data

Aplciation clients: management team.

2.CXESEMAFOR

Aplication is planned to check some services on Aplication Server and in case of deficient work of them, is able to switch services to another backup aplication server. This aplication was born due to a bug not resolved yet by 112 aplications server suppliers.

Aplcation also offer possibility to interact with a dutty enigineer who wants to start/ query/stop services and to be sure that services are runninig properly.

3.TempCoordCom

This task is related to CXESEMAFOR.

It happened that twice AplicationServer stoped some features in order to answer emergency calls and to insert in databese information about location , phone number and ID of callers.

In this case, task was to take over tasks from main board.

112 operators start **TempCoordCom** and are able to register critical emergency information an send them to police , ambulance dipetechers(actually the last ones are accessing in real time information from db in real time). Application is working with web services . WebSockets was very useful solution for this task.

3.WebTempCoordCom(will start in 2 weeks).

The main fuctioanlity will be the same, but it was my own decision to make this application a **web based on**e. Spring and Hibernate are my goals to achieve with pratice and a good project and with social benefits(its not a risk to lose huge emergency calls amount due to malfunctioning of the main solution).

EDUCAȚIE ȘI FORMARE

01/09/1993-25/06/2005

Studii primare/gimnazaiale/liceale

Liceul " Alexandru cel Bun", Rezina (Republica Moldova)

High School:

National Olympic winner:

1.Math,2nd place ,national stage, 2003

2. Physics, 3nd place, Rregional stage, 2001

3History- 5nd place, national stage, 2004

01/09/2005–07/07/2008 Programin engineer

ASEM, faculty "Cibernetics and Informatics", Chisinau (Republica Moldova)

Studies in applied economic informatics.

Cibernetics.

Operational Research;

Statististics;

OOP;

Networking- Cisco
DB learned: MySQL

C, C++.

01/10/2006-10/07/2009 Licenta, Frecventa redusa

ASEM, "Business and Business Administration" faculty., Chisinau (Republica Moldova)

01/09/2008-01/06/2010 MASTER

ASEM, Cibernetics and Informatics, "Informational Technology", Chisinau (Republica

Moldova)

IT Project management;

DNT / Self Study, Chsinau (Republica Moldova)

Cisco CCNA Network Engineer

Self Study, Chisinau (Republica Moldova)

CCNA Security Engineer

07/03/2013–15/03/2013 Ericsson MPLS-TP certified engineer

Ericsson Certified Engineer(nu e prezent), Chisinau (Republica Moldova)

Comptenete de wide transport carrier provider

03/02/2015 Android Developer(nefinalizat)

DNT, Chisinau (Moldova)

Studies started but not continued due to some family health problems.

23/12/2015–13/05/2016 Gained Java SE 8 Programmer I 1Z0-808 Certificate

Self Studuying, Chisinau (Republica Moldova)

Studirea si pregatirea pentru sustinrea certificarii OCA Java SE 8 Programmer I 1Z0-808. Exament

sustinut la data de 13 mai 2016

18/09/2016–05/07/2017 JAVA EE

euro*pass* Curriculum vitae Vitalie Andrusca

Iucosoft, Chisinau (Republica Moldova)

Java EE courses . lucosoft.

12/02/2018-Prezent

Start preparing for Java OCP Programmer 1Z0-809 certification and Java EE 6 Java Persistence API Developer Certified Expert Exam

Self studying, Chisinau

13/12/2016-08/01/2017

Spring & Hibernate course finished from udemy.com

udemy.com

18/01/2017-01/05/2017

Start studying Java Persistence: Hibernate and JPA Fundamentals

udemy.com

COMPETENTE PERSONALE

Limba(i) maternă(e)

Romana

Limbile străine

ÎNȚELEGERE		VORBIRE		SCRIERE				
Ascultare	Citire	Participare la conversație	Discurs oral					
C1	C2	C1	B1	C1				
Quo Vadis								
C2	C1	C1	C1	B2				
Cunostinte dobandite in faza preuniversitara								
C2	C2	C2	C2	B2				
Invatarea continua								

Rusa

Engleza

Franceza

Niveluri: A1 și A2: Utilizator elementar - B1 și B2: Utilizator independent - C1 și C2: Utilizator experimentat Cadrul european comun de referință pentru limbi străine

Competențe de comunicare

I have a good to high level of communication skiils(including professional ones also).

I was involved in international development, supporting teams like regionals representatives for Cisco(DaacSystems), Ericsson(Ericsson Moldova), Huawei, Celeritas, Avtouragan, CheckPoint.

All started projects with them thave been successfullycompleted with desired setted goals.

Tind sa cred ca am abilitati de comunicare(dezvoltate pe parcursul sedintelor in clubul de dezbateri preuneversitare "Rezineana", la conducerea Senatului Studentesc ASEM, la dezbateri uneversitarere, jocuri de societate.

Highe Experience in IT Custome Care field.

Comunciations skills with IT suplliers and customers.

Experince with service providers operators: Moltelecom, Starnet, Moldcell, Arax, SunComuncations.

Competențe organizaționale/manageriale

I think i am good enough to manage various tasks, workflow processes and to act efectively and properly.

I am concise and disciplined.



Curriculum vitae Vitalie Andrusca

Competențe dobândite la locul de muncă

I achived in theese years fetures like team spirit, hard working approach and fast learning.

Emphaty and to contribute to good eviroment its mandatory to a successeful team and work proccess building.

Competențele digitale

AUTOEVALUARE							
Procesarea informației	Comunicare	Creare de conținut	Securitate	Rezolvarea de probleme			
Utilizator experimentat	Utilizator experimentat	I Itilizator elementar		Utilizator experimentat			

Competențele digitale - Grilă de auto-evaluare



CERTIFICATE OF RECOGNITION



Vitali Andrusca

Oracle Certified Professional, Java SE 8 Programmer

THIS CERTIFIES THAT ABOVE NAMED IS
RECOGNIZED BY ORACLE CORPORATION AS AN
ORACLE CERTIFIED PROFESSIONAL

February 20, 2020

DATE

DAMIEN CAREY

SENIOR VICE PRESIDENT, ORACLE UNIVERSITY

Name: Sergey Mereutsa (Romanian: Sergiu Mereuta)

Date of birth: 1978, May, 4th **E-mail:** serj@dgteam.com

Expertise:

Team management, system analysis and project planning, software architect, IT security practices and audit.

Languages: Object Pascal, Java, Javascript (including Solidity dialect), Perl, XHTML, C/C++, D, VBScript, SQL, BASH, LUA, PHP, Objective C, C#, Golang.

Preferred languages: C/C++, C#, Java and PHP, sometimes Javascript.

Operating systems: Apple Mac OS X, iOS, Linux, SCO Unix/UnixWare, Solaris, FreeBSD, Novell NetWare, other System V clones, MS Windows based, MS-DOS.

DBMS: InterBase/FireBird, Postgresql, Oracle, MySQL, SyBase.

NoSQL: Redis, Memcache, LevelDB, SSHDB.

VM/Servers Infrastructures: AWS (including API), DO, other Xen-based VMs.

Support: installation, configuration, backup, optimization, hardware and software troubleshooting Internet technologies and protocols: HTTP(S), FTP, (S/F)CGI, HTML/DHTML/XML, ASP, AJAX

Game Development: OpenGL, DirectX, network programming, scripting and scenario design.

Handlets Applications Development: Apple iPad/iPhone/iPod development, Amazon`s Kindle apps development.

Professional Skills:

Strong development skills on Windows, Linux, Mac OS X and other Unix family OS-es.

Good knowledge of object-oriented programming. Experience in DBMS development based on InterBase/FireBird, Postgresql, MySQL. Experienced in building time-critical applications in a Unix environment.

Strong mathematics background. Good knowledge of numerical analysis and graph theory. Familiar with formal languages theory, graph theory. Good experience with cryptographic functions and their applications.

Familiar with blockchain technology and its application in real life solutions, completed several projects in this domain.

Good understanding of building applications in a Web environment.

InterBase/FireBird, Postgresql and MySQL. Deep knowledge of InterBase/FireBird API.

Familiar with computer and network equipment. Good experience in computer equipment configuring and maintaining.

Devops experience in several specific time-critical projects.

Experienced in MS Windows, Linux and Unix networking including all aspects of setup, maintenance. Experience with security implementation and firewalls.

Excellent knowledge of MS-Office/Openoffice (and clones) applications and experience in creating Intranet solutions for different business applications.

Good knowledge of game-development stages – from design documents to massive beta releases.

Good knowledge of full-text search algorithms, including practical implementations.

Professional Achievements:

Special guest at 2nd Russian Conference for Interbase/Firebird, Moscow, November 2007. Keynote theme "Custom engine for morphological search realization for Russian, Romanian and English languages".

Technical consultant, co-author of chapter "Working with API" for "Мир Interbase" book.

Speaker on Firebird Luxemburg 2011 conference;

Speaker on Game Factory Chisinau 2015 conference;

Technical consultant of Crytivo Games Inc since 2015;

Permanent speaker on Game Factory meetups 2016;

Speaker on Game Factory Chisinau 2017 conference, theme: "Serverless cloud-based game publishing infrastructure concept";

Speaker on Moldova Developers Conference 2018, theme: "Blockchain is simple".

Studies:

1995-2000

State University of Moldova, Chisinau, Moldova Faculty of Mathematics and Computer Science Diploma in Mathematics Thesis theme: "Interactive Web applications"

Professional Experience:

Mar 2019 – Present

DLT Software Solutions LLC, Chisinau, Moldova.

CTO, associated partner.

Crypto trading terminal (MoonTrader) project - https://moontrader.io/ Architect, lead server-side programmer.

Oct 2018 - Mar 2019

Bitindex Analytics LLC, Chisinau, Moldova.

CTO, associated partner.

Crypto-index Fund project - architect, lead programmer.

April 2018 - Mar 2019

Yield Limited and Remardo LLC, Malta - YIELD STO project (https://optyield.com/) Technical consultant, Tech Core Team Leader.

Technical documentation, smart-contracts audit, architectural solutions for STO and DLT Bank infrastructure planning.

Sep 2015 - Present

Crytivo Inc (former Crytivo Games Inc), San Diego, California, USA.

Technical consultant, programmer and system administrator, "CTO on part time" as described by CEO during Skype meeting with other team members.

Game updates content delivery architectural design and implementation for massive beta-testing (over 40k users), publisher game distribution platform architect.

Jan 2007 - Present

Nebuloasa LTD dba DQ Team, Chisinau, Moldova.

Technical Director (CTO), associated partner.

Software architect, Projects chief, Projects manager, Lead programmer.

Jul 2006 - Jan 2007

MEDIAPRO Chisinau, Moldova

Software developer, Projects chief, Lead programmer

Tech support for MEDIAPRO Chisinau

IVR applications design and development

Maintaining and developing Orange's Infoline service (780)

Maintaining and developing Orange's InfoCourier IVR service (123)

Maintaining and developing Moldcell SMS dedications (03XX)

Maintaining and developing Moldcell Infocell service

Calls statistics

Full billing care

Dec 2005 - Jul 2006

Lislaves SRL (MEDIAPRO subdivision), Chisinau, Moldova

Technical Director, Software developer, Projects chief, Lead programmer

Tech support for MEDIAPRO Chisinau

IVR applications design and development

Maintaining prepaid services database

Maintaining and developing Voxtel's Infoline service (780)

Maintaining and developing Voxtel's InfoCourier IVR service (123)

Maintaining and developing Moldcell SMS dedications (03XX)

Calls statistics

Full billing care

Aug 2000 - Dec 2005

Mediafon SRL (MEDIAPRO subdivision), Chisinau, Moldova

Technical Director, Software developer, Projects chief, Lead programmer Tech support for MEDIAPRO Chisinau IVR applications design and development Maintaining prepaid services database Maintaining and developing Voxtel's Infoline service (780) Maintaining and developing Voxtel's InfoCourier IVR service (123) Calls statistics Full billing care

Mar.2000 – Aug 2000
Mediafon (MEDIAPRO subdivision), Chisinau, Moldova
IT & Software Manager
Tech support for MEDIAPRO Chisinau
IVR applications design and development
Maintaining prepaid services database
Calls statistics
Intranet/Internet site development

Jan.2000 – Apr.2000 "MEGA" Laboratory, Chishinau, Moldova Software developer, web – programmer Internet/Intranet site development Database/network security consultant

Jun.1998 –Dec.1999
"SHELBRON" Joint-venture (Free Enterprise Zone), Chisinau, Moldova
LAN System Administrator
ISTM support
Database maintaining
Report statistics
Hardware support for trade process

Jan.1996 – May 1998
State University, Laboratory of Advanced Technologies
Assistant (part-time).
Responsible for computer classroom based on Windows NT OS
Developing model-training applications for students. Developing the Intranet/Mail servers for University.

Human languages:

English – fluent, Romanian – good, Russian – native, Ukrainian - beginner.

PERSONAL INFORMATION

Efim Graur



Chisinau (Moldova)

+37379024321

Sex Male | Date of birth 24/05/1990 | Nationality Romanian

Summary

Developer with solid Java SE/EE knowledge, experienced with relational databases and ORM technologies, Spring Core, MVC, Batch, Boot. Clean Coder that always seeks opportunities for improvement. Solid Network and System Administration background Linux and Windows ecosystem, experienced with Dev/Ops. Excellent English/Russian language skills.

Work Experience

01/05/2018-Present Java Developer Stefanini EMEA Chisinau

Workingon a retail store POS/selfpay system

Technologies: Spring, Java8, MySQL, Junit/Mockito, Jenkins CI/CD

- Refactoring legacy code
- Implementation of new features along with unit/integration testing
- Code reviewing colleagues code
- Fixing critical bugs from production.

Workingon a Telecom project

Technologies: Spring, Spring Batch, Spring MVC, Java8, MySQL, Linux, Junit/Mockito, Jenkins CI/CD

- Implementing Jiratasks (mostly writing pricing algorithms)
- Implemented database migration tool Liquibase
- DevOps tasks: adjusting Jenkins pipeline, bash scripting to automate deployment process, debugging the application from the linux machine on testen vironment
- code reviewing colleagues code
- documentation with flow diagrams
- weekly meetings with the team debating what improvements can be done

01/09/2016-11/08/2017 Java Developer Endava Chisinau

Involved in the development process of a financial enterprise application (payment system)

Technologies: Java 8, HIBERNATE/JPA, Spring, Spring MVC, Oracle PL/SQL, Apache Camel, Enterprise Integration Patterns, Junit/Mockito, JBehave

- Implementing Jira Stories (Persistence functionality, camel routes, added functionality with just Java 8 code, transformers, rest API)
- Completed tasks that required PL/SQL coding
- Bug fixing
- writing integration tests using JBehave and stubbing certain modules
- Deep code reviews

01/06/2014–01/06/2016 System and Network Administrator Endava Chisinau

- Linux Server Administration, OpenVPN servers, solved Dev/Opstasks

- Troubleshooting Microsoft Active directory issues and requests
- Administering and Configuring Windows Server 2008/2012, Exchange Server
- Network connection diagnostics and troubleshooting
- Used Hyper-V as virtualization technology

24/09/2012-24/09/2013

Internet Technical Support Engineer S.A. "Moldtelecom" Chisinau

- Configuring network equipment (DSL modems, routers, DSLAM, switches)
- Troubleshooting WAN connectivity (FTTx, ADSL)
- Troubleshooting customer LAN connectivity

IT CERTIFICATIONS

Java SE 8 OCP (2018), Java SE 7 OCA (2016), EE 6 Java Persistence API Developer Certified Expert (2017), MCSA 70-410 (Microsoft Server 2012 Administration) (2014), Linux LPIC-1 (2015),

Cisco Certified Network Associate 640-802 (2013)

ACADEMIC STUDIES

01/09/2009-30/05/2013

Cybernetics and Economic Informatics

Free International University of Moldova, Chisinau

01/09/2013-24/03/2014

Computer Science

Lucian Blaga University of Sibiu

Curriculum vitae

Informații personale

Nume / Prenume | Balaban Alexandru

Adresă mun. CHIŞINĂU, str.Petru Zadnipru 4/1

Telefon | Mobil: 069982582

Fax

E-mail | alexandru.balaban@gmail.com

Naţionalitate | Moldovean

Data nașterii | 18 decembrie 1980

Sex | Masculin

Educație și formare

2001 - 2005 Universitatea Tehnică a Moldovei, facultatea "Calculatoare"

1996 – 2001 | Colegiul Financiar-Bancar "A.Diordiţa" din Chişinau, facultatea "Contabilitate şi Audit"

1993 – 1996 | Şcoala medie nr. 27

1986 - 1993 | Şcoala medie nr. 70

Cunoştinte

DevOps / SRE | Terraform/CloudFormation, GIT (Github, GitLab), Vagrant, ManagelQ

Sisteme de operare Unix-like: Debian/Ubuntu, RHEL/CentOS; Mikrotik RouterOS, Ubiquiti; Windows Server 2003-2016;

Virtualizare/Cloud Platform/Containere | VmWare Esxi, KVM, VirtualBox, Xen; VmWare vCloud, OpenStack, XenServer, Virtuozzo;

Kubernetes/Docker, LXC/LXD, OpenVZ;

Systems Cunoştinţe avansate în administrare sisteme Linux, LAMP(Linux/Apache/MySQL/PHP), Nginx, DNS

(BIND), Mail Server (Zimbra, Postfix, Sendmail), Shared & VPS Hosting (Plesk, Cpanel, OpenVZ, ISPConfig), Monitoring (Zabbix, Kibana, Prometheus, Icinga/Nagios, PRTG, Cacti, , Mikrotik Dude, etc), backup software (Bacula, rsync, BareOS, BORG etc), management configurare (Ansible, Chef,

Puppet),

Video & VoIP | Media streaming (Video & audio, FMS, Wowza Media Server, ffmpeg/VLC/gstreamer), Video

Conference (Jitsi Meeting Platform, Tandberg, OpenVCS, OpenMeetings, s.a.). SIP protocol, SIP servers OpenSips/Kamailio, PBX asterisk-based, SBC, Yate;

Network & Network Services | Switching, routing, firewall, (în baza la Cisco IOS, Huawei, Linux Iptables, Mikrotik RouterOS, JunOS,

Vyatta), VPN(IPSEC, PPTP, L2TP, WireGuard);

Limbaje de programare Bash, Python.

Experienta profesionala

06.08.2016 - 30.12.2019

Manager Securitatea Informației, ÎS "Molddata"

15.02.2013 - 30.06.2016

Director Tehnic (CTO), Meta Sinergy SRL

18.10.2005 - 15.11.2012

Şef Secție Sisteme Informaționale, Î.S. "Centrul de telecomunicații speciale"

- Administrarea servciilor IT;
- Gestionarea echipei tehnice;
- Elaborarea și implimentarea strategiei de dezvoltare a platformei tehnice;
- Planificarea si verificarea activității echipei tehnice;

25.11.2003 - 10.08.2005

Inginer - coordonator, Agenția de presă "Info Prim"

- Deservirea reţelei locale;
- Deservirea sistemelor;

Formare profesională

11 – 13 aprilie 2012 Iulie 2008 Managementul continuității afacerii Audiocodes Certified Professional, CPE Products

2006

Huawei Certificare

Limba maternă

Limba Română

Limba(i) străină(e) cunoscută(e)

Autoevaluare

Nivel european (*)

Limba Rusa Limba Engleza

Înțelegere		Vorbire			Scriere	
Ascultare	Citire	Participare la conversație	Discurs	oral	Exprimare scrisă	
excelentă	excelentă	excelentă	excel	lentă	excelentă	
bună	bună	mediu	me	diu	bună	

Permis(e) de conducere

Permis de conduere categoria B

Informații suplimentare

International Information System Security

The (ISC)² Board of Directors hereby awards

Vadim Ovcearenco

the credential of

Certified Information Systems Security Professional

having met all of the certification requirements, which include the professional experience prerequisite, adoption of the (ISC)² Code of Ethics, and successful performance on the required competency examination, subject to recertification every three years, this individual is entitled to all of the rights and privileges associated with this designation, as defined in the (ISC)² Bylaws.

Dr. Kevin Charest - Chairperson

Wim Remes - Secretary





596671

Certification Number

5/31/2021

Expiration Date

Certified Since: 2018





This is to certify that

Vadim Ovcearenco

has successfully completed an

ISO 27001:2005 - Introduction, Implementation & Internal auditor

Training Course

Following five days training delivered by

BSI Management Systems CIS

Certified by:

Head of BSI MS CIS

Dates:

21-25 November 2011

Certificate No: ISM91701RURU-011508/11



CURRICULUM VITAE

Alexeev Dmitri Născut în municipiul Chișinău la 27 aprilie 1989

Tel.: 0(373) 79533311

E-mail:

Dumitru.Alexeev@ghesar.com



Studii:

2011-2014 Masterat la Universitatea de Stat din Moldova, facultatea Matematică și Informatică, programul Analiza statistică a datelor și optimizarea proceselor economico-financiare

2011-2008 Universitatea de Stat din Moldova, facultatea Matematică și Informatică, specialitatea Matematică Aplicată.

2008-2005 Liceul Teoretic Mihail Eminescu or.Drochia

2005-2003 Liceul Sportiv LIRP mun. Chișinău

2003-1997 Şcoala primară nr.1, or. Stefan Voda

Proiecte de Succes și reușite:

Recomandări bune de la următoarele companii :

Departamentul Instituțiilor Penitenciare – "Registrul persoanelor deținute în instituțiile penitenciare". Nucleul sistemului informațional este realizat pe baza de **SGBD ORACLE 11g Release 2, ORACLE Aplication Express.**

Ministerul Afacerilor Externe și Integrării Europene – Mententanta și dezvoltarea Sistemelor IT

Payit LLC, Canada – Platforma web https://payitgov.com/

Koho LLC, Canada – Platforma web https://www.koho.ca/

HUMAN RIGHTS EMBASSY – Platforma Informationala – Lela Metreveli

USPEE "C.STERE" - Platforma Informationala – Avornic Constantin

APS-PROTECT S.R.L (agenție de protective și pază) – Scoarta Iurie

Uzina de pompe Moldovahidromaş SA

SPS-Drochia (Paza de Stat)

I.M KAVPEN S.R.L (producător de ape minerale)

MONCOTEL-SERVICE (companie de construcții în telecomunicații în parteneriat cu ORANGE, MOLDCELL, UNITE)

Informații suplimentare:

- Limba română: limbă maternă
- Limba rusă: exelent
- Limba engleză: exelent, scris-vorbit
- Limbaje de programare: C, C++, PHP, HTML, JAVA, DHTML, MYSQL.
- Sisteme de operare: Windows, Linux, Unix
- Abilități organizatorice și de comunicare
- Responsabilitate, autoorganizare, sinceritate, creativitate
- Capacitate de lucru în echipă.