

Syed Hasnain Bukhari

Full Stack Software Developer

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Bangkok, Khlong Toei, TH

Full Stack Developer with 5+ years of rich professional experience of building and delivering highly scalable, enterprise grade software products. I hold a Bachelor's degree in Computer Sciences from the Punjab University College of Information Technology, Lahore, Pakistan

Experience

Full Stack Software Engineer

Dec 2021 - Present

Agoda · Bangkok, Thailand

Leading several teams, working on solutions based upon distributed computing to make the e-commerce scene under the global travel space alive

- Working with teams to migrate long-running legacy systems to a newer and a better stack
- Keeping track of the learning abilities of my team so that they can progress in their respective careers and interests
- Having 1:1s to shape up the team culture and align them with essential matters at the organization
- Build a mindset and culture of quality first; Owning our stuff and converting them to quality

- artefacts and systems
- Help the organization envision what moving away from legacy could mean and preach the benefits within the team(s)
- Help the team understand Agility at work and take them through ceremonies; This helps the team give their best following sprints
- Making an effort around organizational values, so it lives within the team and work we do.

Senior Software Engineer

Nov 2019 - Dec 2021

SSILHR · Lahore, Pakistan

Provided leadership across the engineering organization for the aspects of hiring, processes, architecture, grooming individuals and solving complex problems

- Introduced a hiring process and its custodianship (aka The Hiring Squad!)
- Enabled the eco-system of documentation keeping and taking tools along with helping the team to use them day-in-day-out
- Conducted 1:1s with team members to keep their inspirations and motivations up
- Helped to bootstrap various products for a quick test with the upcoming consumer markets for the organization
- Been a part of the team and the solution for complex problems like NotificationCenter, Auth provider selection and payment gateway solution
- Created and vocalized a process of hiring interns and turning them into fellow beings
- Led and represented the engineering department of the organization

- Proactively participated in converting an old-school organization to an organization with agility
- Helped and created career progression for various individuals in the organization
- Proactively involved me with HR to discuss and demystify challenging problems
- Introduced and have been the most potent catalyst in changing our product platform to be the cross-platform product
- Enabled ways to bring in new dimensions to the product evolution, which were held back because of the absence of engineering leadership
- Focus on quality deliverables -- Provided guidance to bring in an appropriate SDLC
- I got involved and got my hands dirty with architecture decisions at various organizational levels

Software Engineer

Sep 2017 - Nov 2019

CMDLHR · Lahore, Pakistan

SEEK is a diverse group of companies that have a unified purpose to help people live more fulfilling and productive working lives and help organisations succeed.

Skills

Web Development

HTML
Javascript

Problem Solving

Competitive Programming
Abstract

Software Architecture

Design-patterns
Distributed systems
Scalability
Maintainability

Draft documentation

docsify
Github
MARP
Joplin
MermaidJS
FormsIO

Software Development

Sustainability
Portability
Scalability
Reasonability

Communication

face-2-face
emails
presentations
conference
buy-in talks
negotiations
layman
conversions
1:1s

Education

Bachelor, Computer Science

FAST - NUCES

Awards

Iasa Global ·
IASA IT Architecture Core (ITAC) –
CITAF Certification

Anchors to the beginning of Architect position and responsibilities

GIKI University Pakistan ·
Won the GIKI SOFTCOM 08
(Programming Competition)
A speed programming competition of national level

Languages

Urdu · Native speaker
English · Fluent

Interests

Home improvements & engineering
Software based home solutions
Watching documentaries

Links

[linkedin.com/in/hasnain-bukhari-30494184](https://www.linkedin.com/in/hasnain-bukhari-30494184)

github.com/Hasnain-Bukhari

- Contributed to SEEKs overall product & technology strategy and aligned systems with that strategy
- Ensured that systems were fit for purpose, well-architected and followed current SEEK development practices
- Maintained platform health by ensuring that our systems are secure, reliable, resilient and cost-effective
- Drove customer focus to ensure that we deliver excellent outcomes for our customers
- Commenced and maintained a high performing team culture that values collaboration, learning and continual improvement
- Acted as an enabler; Grew my team's technical skills and leadership capabilities through coaching and mentoring. This involves having 1:1s with my teammates

- Lead by example, Which required me to get my hands dirty when needed
- Unblocked the team with whatever it took, having complete ownership of maintaining healthy teams
- Celebrated successes and learnt from the failures; propagated the culture through the teams and exemplified it for the rest of the organization
- Paired with the Principal Engineer of the team to understand the climate and the team's problems
- Participated in and retro-ed the core hiring process through a centralized hiring squad
- Helped the org to move fast to the ecosystem of global products; Away from the local products which we have been dealing with for the past 25+ years

Software Engineer

Jun 2016 - Sep 2017

LILHR · Lahore, Pakistan

SEEK is a diverse group of companies that have a unified purpose to help people live more fulfilling and productive working lives and help organisations succeed.

- Been the catalyst for transforming the organization
- Performed the duties as the JavaScript coach for the organization
- Advocated for and implemented software best practices
- Have been the communicator for various teams to maintain their health; sometimes preached the organization's values
- Participated as a core in hiring new and experienced talents
- Propagated automation as a culture rather than an option
- Moved legacy code and data to cloud via lift & shift, greenfield and brownfield methodologies

- Performed the duties of deciding and validating sensible defaults for the organization
- Pushed cloud-first approach in the org, living in an environment of Infra ops
- With the help of fellow architects, I invested time in a flourishing framework of single identity throughout SEEK systems; We did this through educating, enabling, and supporting the needful tools for the teams
- Created several SDKs for a single identity solution within Seek with complete automation and tests. Later helped teams adopt them into various systems

Projects

HiringSquadCreation ·

Product owner, Programmer, Orchestrator, Team lead and Role model

A process consisting of humans to derive hiring spirit

- Involves feedback for the candidate, hr and the team all at the same time
- Distributed in nature, different domain people could be indulged at different time to get a streamlined feedback
- Created a dashboard, that helps with feedback collection and process guidelines
- Uses bleeding edge tools like Docsify, NodeJS and FormSIO

- Introduced a model to auto test candidates without human interventions (Codility)
- Enabled team to discuss and create problems near to them to check the ability of candidates to grasp it (Github)
- Helped in creation of relevant job-descriptions; Which talks about the role and kind of individuals we as a team would like to work with

Websequencediagrams:Docsify ·

Product owner, Programmer, Orchestrator and Need generator

A plugin to pull in websequencediagrams under docsify web; It is free to use and try, even works async

- Created a plugin that is relevant for all docsify web
- Has a way to load the diagrams async, with a cool loading animation
- Now you don't need to store your images into the repo, rather just text, that could be version

- controlled
- Uses bleeding edge tools like Docsify, NodeJS
- Has a CI/CD with which any one can use the artefact straight from Github

Modernizing Siva ·

Team lead, Programmer, Orchestrator, Need generator and Product owner

A monolith legacy system, that is a bread and butter for JobStreet hirers. We were modernizing it to have a custom pipeline and segregated modules so that buildability and modifiability is there

- Broke the single monolith into 35 submodules, that together forms this powerhouse
- Decoded and scripted the build process which was just available over a click only in VS 2015
- Introduced buildability for various projects, so that engineers are welcomed to express changes
- Enabled engineers to make changes into various sub-modules creating lead by example kind of framework
- Created CI/CD based on buildkite using Mono framework to support .NET 2.0
- Uses semantic versioning to deliver artefacts

Identity provider SDKs ·

Team lead, Programmer, Orchestrator, Need generator, Product owner, Architect and Developer

Helped with creating SDKs within the organization so that developers are enabled to use the best in class identity services

- Consumed 100+ pages docs and created 8 different SDKs in 8 different languages
- Created world class documentation to use the SDK, instead of reading 100+ pages, usually just 10 lines of code
- Introduced semantic versioning within the SDKs so that change could be well contained and not disastourous
- Lead by example on raising PRs under various systems, so that developers are motivated to do so
- SDKs varied from being old-school (.NET 2.0) to bleeding edge (ReactNative, NodeJS); Same functionality throughout