

# Ronak Punase

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## SUMMARY

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Driven and collaborative engineering manager/product-focused software engineer with a passion for building and leading high-performance teams. Well versed in servant leadership, empathetic management, and recruitment, with extensive experience in agile product-development environments. Highly effective in driving quality software development, supporting technical decision-making processes, and placing a keen focus on end-user needs. Proven capacity to remove blockers to improve workflow efficiency and deliver top-tier customer and business value.

## EXPERIENCE

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**Engineering Manager** March 2025 – Present  
**Farmako** • [farmako.ai](http://farmako.ai) Gurugram, Haryana

- Employed servant-leadership principles to build trust within the team, fostering a transparent and collaborative environment.
- Regularly held 1:1s, created personal development plans, and took on proactive recruitment responsibilities to maintain a high-performing team.
- Successfully removed blockers with empathy to create a safe team environment and improve workflow efficiency.
- Guided the team towards high-quality software development, reinforcing technical decision-making processes in line with product-focused needs.
- Advocated for an agile, dynamic setting and encouraged team leadership to drive product development further.
- Conducted effective communication across teams, raising issues constructively and consistently evaluated engineering work through the lens of customer and business value.

## LEADERSHIP

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**Project Lead** August 2022 – Present  
**Leadership** • Passion Project • [leadershipProject.com](http://leadershipProject.com)

- Led a team of engineers to build high-quality software solutions in an agile and dynamic setting
- Fostered a transparent and collaborative environment, promoting open communication across teams
- Guided technical decision-making processes and ensured product-focused end goals
- Regularly evaluated engineering work, ensuring it delivers top-tier customer and business value

## PROJECTS

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## SKILLS

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**Leadership:** Collaborative & Empathetic Leadership, Agile Development, Technical Decision-making, Communication Skills, Recruitment, Personal Development Planning, Conflict resolution, and Effective 1:1s

**Flutter:** Bloc, Navigator 2.0, Provider, Riverpod, Freezed, GetIt, GoRouter, MVVM, Unit Testing

**Mobile:** Android (Java, Kotlin, Jetpack Compose), iOS (Swift)

**Web:** ReactJS, NextJS (TypeScript), ExpressJS, Zustand, Redux

**Backend:** Firebase, MongoDB, Prisma, Supabase, ConvexDB

**Source Control:** Git, GitHub, GitHub Actions (CI/CD)

## EDUCATION

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**Bachelors of Engineering** • RGPV University • Bhopal, MP • 2021 • GPA: 4.25/5.0