



End Of Year Performance Dashboard

Driving cloud transformation, automation, and technical excellence across EMS UKI Engineering.

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Summary – Alignment with EMS FY26 OKRs

OKR1-Growth

Goal: Enable scalable, cost-efficient cloud infrastructure to support revenue growth.

Objective 1: Growth – Deliver exceptional revenue growth (9%)

- Delivered ConsumerSync migration, Enrichment Project, GOAD, Link and multi-environment cloud migrations to AWS.
- Reduced operational costs upto 20% and accelerated delivery timelines through serverless EMR, MWAA orchestration, EKS, API Gateway, S3 Object Lock and AWS DataSync.

OKR2-Innovation&Launch

Goal: Drive innovation through automation and reusable infrastructure components.

Objective 2: Innovation & Launch – Exceptional product development and adoption

- Built reusable Terraform modules, achieving 50% reduction in provisioning time.
- Implemented end-to-end CI/CD automation using Terraform and Harness.
- Standardized infrastructure deployments for scalability and reliability.

OKR3-Efficiency

Goal: Simplify processes, reduce cycle time, and ensure compliance.

Objective 3: Efficiency – Be famous for operational & engineering excellence

- Achieved 100% pipeline automation, eliminating manual intervention.
- Implemented alerting systems (Splunk, AWS Kinesis, CloudWatch) for proactive monitoring.
- Maintained 100% vulnerability remediation and tagging compliance.

OKR4-Develop Real Talent

Goal: Build a high-performing team and foster continuous learning.

Objective 4: Develop Real Talent – Commitment to collaboration and growth

- Conducted cloud training sessions and mentored team members on AWS and Terraform.
- Led hiring initiatives, represented EMS in Early Careers Program, and supported campus placements.
- Drove professional development plans and cross-team collaboration.

This OKR's covers:

- ✓ Security & Vulnerability Remediation.
- ✓ Cost Optimization.
- ✓ Automation.
- ✓ Reusability of the code.
- ✓ Cloud Migrations.
- ✓ Team Management.
- ✓ Hiring.



Key Highlights

Consumer Sync Cloud Migration (Jul-Sep 2025)

- Migrated on-prem workloads to AWS.
- Replaced SFTP with AWS DataSync for secure transfers.
- Built EMR Serverless workflow for dynamic job execution → auto-delete post-completion for cost optimization.
- Created reusable Terraform modules, reducing provisioning time by 50%.
- Trained Devs on Terraform for cloud environment setup.

Enrichment Project (Sept 2025–Jan 2026)

- Provisioned infrastructure across Enrichment API and Enrichment Workflow. 4 AWS accounts for each project in total of 8 AWS Accounts using Infrastructure as a Code.
- Configured resources and enforced least-privilege IAM.
- Delivered secure, scalable environments with compliance checks.

Cloud Migration Support (Mar 2025–Mar 2026)

- Supported migrations for Link, ConsumerSync, Enrichment, GOAD.
- Standardized environments and automated pipelines.

Leadership Responsibilities

- Managing 7 direct reports, led hiring, and delivered cloud training sessions.
- Partnered with EITS on patching and vulnerability management.
- Supported EMS India resources and cross-team initiatives.
- Weekly check-ins with Seniors and Daily check-ins with new joiners.



ConsumerSync Migration (On-Premises to AWS) – Cloud Migration

GOAL

Deliver robust AWS cloud infrastructure solutions by:

- Enabling resource proficiency in Terraform for cloud environment setup.
- Replacing legacy SFTP workflows with AWS DataSync.
- Implementing S3 object Lock to ensure data immutability & compliance.
- Enabling MWAA for scalable & reliable workflow orchestration.
- Deploying dynamic EMR serverless applications with automated lifecycle management.
- Creating reusable Terraform modules to achieve significant efficiency and cost savings, all within Jul 25 – Sept 25.



Goals and Performance Measures(ConsumerSync Cloud Migrations)

Project Resources & Impact Summary

AWS DataSync Migration, S3 Object Lock, EMR Serverless, MWAA

Results Achieved:

- Successfully migrated critical SFTP workflows using AWS DataSync.
- Implemented S3 Object Lock to enforce data immutability & compliance requirements.
- Supported MWAA setup & workflow enablement for Data Orchestration.
- Setup EMR Serverless to support scalable on-demand data processing.

Stretch:

- Independently designed & executed infrastructure setup for migration security & orchestration.
- Led multiple knowledge sharing sessions.
- Created comprehensive run books & handover documentation.

Terraform Training

Results Achieved:

Resource sets up environments with guidance; completes core modules.

Stretch:

Independently sets up/tears down; leads 2+ demos; solves setup issues.

Terraform Reusability

Results Achieved:

1 reusable module; 25%-time reduction.

Stretch:

5+ modules; 50%+ time reduction; adopted by wider team.



Goals and Performance Measures(ConsumerSync Cloud Migrations)

Task Management, Monitoring and Follow-ups

Results Achieved:

- Managed the DevOps Board and provided estimates to Product Owners.
- Planned work based on priorities and team bandwidth.
- Implemented alerts using Splunk integrating with AWS Kinesis and Cloudwatch, achieving 100% alert coverage from 0%.
- Followed up with team members twice a week to check work status.

Stretch:

- Increase the frequency of follow-ups to ensure even tighter project control.
- Implement a more robust tracking system for task completion and status updates.

Automation

Results Achieved:

- Automated tasks using Terraform, Harness, achieving 100% automation of pipelines from 0%.
- Reduced manual intervention to 0% and increased deployment frequency.

Stretch:

- Achieve end-to-end automation of all DevOps workflows.
- Integrate advanced monitoring and alerting systems to preemptively address issues.

Vulnerability and AWS Tagging Compliance

Results Achieved:

- Monitored vulnerabilities and Tagging flagged in Wiz Report and AWS Tagging Dashboard weekly and achieved 100% remediation every week.
- Remediated vulnerabilities and fixed Tagging issues promptly.

Stretch:

- Achieve a 100% remediation rate for vulnerabilities within 1 week of detection.



GOAL

Deliver the Enrichment Project on the AWS Cloud Platform by January 26, ensuring a secure, scalable, and production-ready environment. This includes:

- Designing and provisioning infrastructure across four AWS accounts.
- Configuring all required resources to support application and data workflows.
- Implementing robust access and permission controls to guarantee security and compliance.
- Setting up API Gateway for secure and efficient API management.
- Deploying Aperture Data Studio on Amazon EKS, ensuring high availability and scalability for data operations.

Timeline: September 25 – March 26.



Goals and Performance Measures(Enrichment Projects- Enrichment API+Enrichment UI+Enrichment Workflows)

Resource Configuration

Results Achieved:

Required services (EC2, S3, RDS, EKS, API Gateway, MWAA, IAM) configured to project specifications; basic monitoring enabled.

Stretch:

- Advanced configuration for EKS (auto-scaling, optimized node groups, cost-efficient workloads).
- API Gateway integrated with Lambda authorizers and WAF for enhanced security.
- MWAA workflows optimized for performance and reliability; custom plugins implemented.
- Monitoring, alerts, and tagging standards fully enforced across all services.

Infrastructure Provisioning

Results Achieved:

Enrichment accounts successfully set up with core resources (compute, storage, networking) provisioned via Infrastructure as Code.

Stretch:

All accounts provisioned using modular, reusable Terraform templates; automated CI/CD pipelines established for infrastructure deployments.

Access & Permissions

Results Achieved:

Access roles and permissions established for standard users and admins; least-privilege enforced for core resources.

Stretch:

Fine-grained IAM roles with cross-account and service-specific permissions; all access audited and documented for compliance.



Goals and Performance Measures(Enrichment Projects- Enrichment API+Enrichment UI+Enrichment Workflows)

Security & Compliance

Results Achieved:

Environments passed basic security checks and met Experian standards.

Stretch:

Security best practices fully automated, compliance evidence documented and shared with stakeholders.

Documentation & Handover

Results Achieved:

Basic setup/runbook documentation created; walkthrough conducted for direct team.

Stretch:

Comprehensive technical documentation delivered; full handover and knowledge transfer completed with proactive sharing of improvements.

Automation

Results Achieved:

- Automated tasks using Terraform, Harness, achieving 100% automation of pipelines from 0%.
- Reduced manual intervention to 0% and increased deployment frequency.

Stretch:

- Achieve end-to-end automation of all DevOps workflows.
- Integrate advanced monitoring and alerting systems to preemptively address issues.



Cloud Migration Support (Multiple Environments)

GOAL

Successfully lead and support the migration of multiple environments to the cloud, ensuring a seamless transition with minimal disruption to business operations. Drive full operational readiness across all systems by implementing robust migration strategies, coordinating cross-functional teams, and establishing clear processes for testing, validation, and post-migration support.

Timeline: April 25 – March 26.



Goals and Performance Measures(Link, GOAD, ConsumerSync and Enrichment Accounts)

Migration Planning

Key Achievements:

- Created migration plans for all environments, identified dependencies and risks, and aligned timelines with stakeholders.

Stretch:

- Developed a comprehensive migration roadmap including rollback and contingency plans; reviewed and validated plans with all stakeholders.

Environment Readiness

Key Achievements:

- Provisioned core infrastructure and configurations for each environment, ensuring baseline readiness for migration.

Stretch:

- Implemented automated build and deployment pipelines; standardized and documented all environments for consistency and scalability.

Data & Application Migration

Key Achievements:

- Successfully migrated data and applications with fewer than two major issues per environment, resolving them promptly.

Stretch:

- Achieved zero major migration issues; validated performance and data integrity; completed post-migration optimization for cost and efficiency.

Testing & Validation

Key Achievements:

- Conducted smoke and integration tests post-migration and established basic monitoring for system health.

Stretch:

- Executed full regression, performance, and security testing; deployed advanced monitoring and alerting systems for proactive issue detection.



Goals and Performance Measures([Link](#), GOAD, ConsumerSync and Enrichment Accounts)

Documentation & Knowledge Transfer

Key Achievements:

- Documented migration steps and issues and provided a basic handover to the operations team.

Stretch:

- Created detailed runbooks and troubleshooting guides; conducted training sessions enabling the team to fully support and operate new environments.

Stakeholder Communication

Key Achievements:

- Delivered regular status updates and escalated issues promptly to minimize impact.

Stretch:

- Provided proactive updates, shared lessons learned and received positive feedback from stakeholders on the migration process and outcomes.

Vulnerability and AWS Tagging Compliance

Results Achieved:

- Monitored vulnerabilities and Tagging flagged in Wiz Report and AWS Tagging Dashboard weekly and achieved 100% remediation every week.
- Remediated vulnerabilities and fixed Tagging issues promptly.

Stretch:

- Achieve a 100% remediation rate for vulnerabilities within 1 week of detection.



Senior DevOps Manager & Leadership Responsibilities

Dominant Goal

GOAL

Drive technical excellence as a Senior DevOps Manager by:

- Conducting regular check-ins with the team to review progress, encourage upskilling, and ensure alignment with objectives. Delivering cloud environment training to upskill teams.
- Representing EMS in the Early Careers Program in Hyderabad to promote talent development.
- Actively participating in campus placement drives to attract top talent for EMS.
- Implementing robust reporting solutions for transparency and efficiency.
- Supporting cross-team EMS cloud initiatives for seamless collaboration.
- Leading hiring processes to build a strong technical team.
- Enforcing security and vulnerability management to safeguard systems.
- Partnering with EITS on patching for compliance and stability.
- Enabling EMS India resources for global alignment.
- Optimizing access and permissions for secure, streamlined operations.

Outcome: Demonstrate leadership aligned with Experian Way values, fostering innovation, collaboration, and accountability.



Goals and Performance Measures(Leadership Responsibilities)

Experian Way Alignment: Champion knowledge sharing, inclusivity, and innovation, and be recognized for living Experian values across technical initiatives.

Cloud Training

Key Achievements:

- Delivered at least one cloud environment training session and shared supporting material with the team.

Stretch:

- Develop a comprehensive training program and deliver 3+ sessions with feedback and follow-up resources.

People Management

Key Achievements:

- Conducted regular 1:1 check-ins with direct reports, set clear objectives, and provided feedback to encourage upskilling.

Stretch:

- Drive professional development plans, deliver actionable feedback, and ensure measurable growth for direct reports.

Cross-Team EMS Cloud Support

Key Achievements:

- Acted as a technical contact for EMS-related issues and resolved standard requests promptly.

Stretch:

- Proactively lead cross-team initiatives, document solutions, and become the recognized go-to expert for cloud technical aspects.

EMS India Support

Key Achievements:

- Responded to support requests from EMS India and provided standard troubleshooting assistance.

Stretch:

- Deliver enablement sessions, create self-service documentation, and build strong collaboration with EMS India teams.



Goals and Performance Measures(Leadership Responsibilities)

Experian Way Alignment: Champion knowledge sharing, inclusivity, and innovation, and be recognized for living Experian values across technical initiatives.

Hiring Process

Key Achievements:

- Participated in campus placement drives and represented EMS in the Early Careers Program in Hyderabad.

Stretch:

- Lead hiring strategy, conduct interviews, and provide onboarding and mentoring for new hires.

EITS Patching Collaboration

Key Achievements:

- Coordinated with EITS on patching schedules and resolved patching issues as needed.

Stretch:

- Identify and implement ideal patching solutions, reduce patch failures/incidents, and document lessons learned.

Security and Vulnerability Management

Key Achievements:

- Implemented basic vulnerability scanning and applied fixes to maintain compliance.

Stretch:

- Automate vulnerability management, lead security reviews, ensure zero critical issues, and deliver security best-practice sessions.

Access & Permissions

Key Achievements:

- Set up required access and permissions for team members and reviewed permissions for core resources.

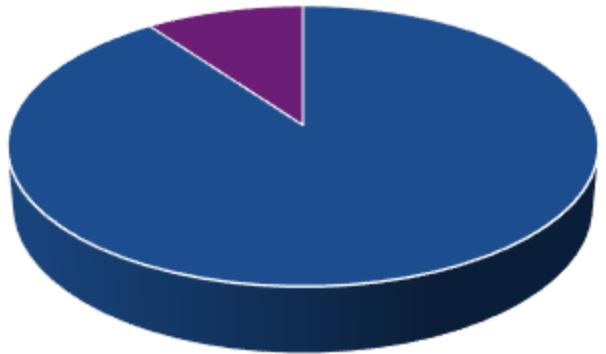
Stretch:

- Complete a permissions audit, implement a least-privilege model, and proactively identify and close permission gaps.



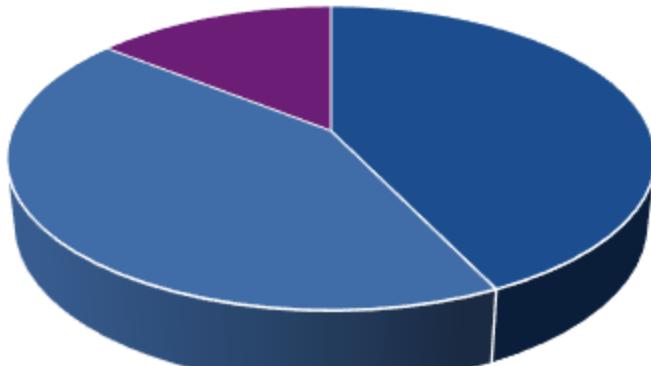
Cloud Migrations with the Current Progress

ConsumerSync Cloud Migrations



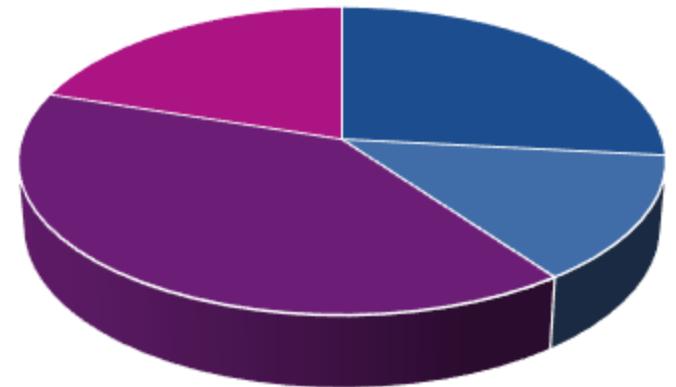
- Infrastructure Setup-Completed(Test, Dev, UAT and PRD)
- Support-Ongoing

Enrichment Cloud Migrations



- Enrichment API-15%
- Enrichment Worflow-15%

Cloud Migrations & Support



- Link Support-Ongoing 20%
- GOAD-Completed 10%
- ConsmerSync-Completed 30% outoff 30%
- Enrichment-Completed 10% outoff 30%