K. VIJAYA BHAT

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SENIOR ENGINEERING MANAGER @ TARGET

An information technology leader with 18+ years of experience in utilising technology to enhance overall business capabilities by building and managing software engineering teams that deliver world class solutions/products.

CORE COMPETENCIES

- Hands on experience in **championing business process improvements** within **multiple portfolios** in the **Digital Experience and FRS space** and identifying the most value-added solution, all while delivering service beyond expectations for Axiom, Personalization and Connect products/experiences.

- **Determining Strategies and converting them into action plans** for products like Axiom, by maturing and growing it into **one single tool** for internal TGS Agents instead of maintaining multiple products and tools.

- **Demonstrating Leadership** by **mentoring, training and recruiting technical and creative resources** in a digital production environment. Ensuring right mix of skilled resources at various levels to drive changes across cross functional teams and collaborate as a focused unit to achieve business goals within the Know Me/ Resolve my Issue Experience. **Developed talent** in the team with excellent career management and managed poor performers as well. Resulted in building highly motivated and **high-performance** teams.

- **Spearheaded Product Development – Axiom,** an application used by Target Guest Services agents across the globe, was developed from scratch by analyzing needs, identifying solutions, executing pre-project work, developing processes and procedures, defining and piloting projects, implementing solutions and managing budgets and deadlines – all ensuring project consistency quality with an expertise in creative development, technology and cross teams. Ability to align and effective prioritize multiple critical projects to align results with business objectives.

- Applied and championed **agile software development methodologies** for Axiom, Personalization to ensure faster time to market.

- Implemented **devops** into engineering practices within Personalization and Axiom by ensuring team adapts to newer technologies and as an end result there is faster delivery of the product.

- **Reduced production incidents** by 40% by implementing multiple solutions that brought about good results within Axiom.

- **Diversity Passion –** Mentor at Technovation program, a program for encouraging young energetic high school girls into the field of technology.