

Praveen R. Menon



A seasoned Engineering Leader in Agile application development with proven track of shipping multiple high quality products and services with engineering and operational excellence ensuring timely and quality releases within budget.

Experienced in leading Development, Testing Dev-Ops disciplines for large scale enterprise initiatives/products leading organizations up to 65+ resources.

Expertise in building from scratch and managing Scrum teams as Sr. Software Delivery Manager, championing Automation & DevOps practices, spearheading agile transformation & technology modernization initiatives. Implementing Continuous Delivery pipeline establishing Code Quality – code coverage & balancing test pyramid for product teams.

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📺 <https://youtu.be/ZNTleld9ojo> [My transformation journey in less than 3 minutes!]

Objective

I am looking for a challenging management role in IT as Software Engineering Manager or Quality Engineering in a result – driven work environment where i can leverage both technology and people leadership skills and over all 20 years of IT experience.

Education

2011 - 2013

DELAWARE STATE UNIVERSITY

MBA in Information Systems, GPA: 3.9

2000 - 2004

MADURAI KAMARAJ UNIVERSITY

B.S Computer Science Engineering, GPA: 3.8

Certifications

CERTIFIED SCRUM PROFESSIONAL (CSP)

CERTIFIED SCRUM MASTER (CSM)

CERTIFIED SCRUM DEVELOPER (CSD)

CERTIFIED SOFTWARE TEST ENGINEER (CSTE)



DELAWARE TECH FEST, NOV - 2017

Delivered “Tech Talk” in Delaware Tech Fest on Topic Behavior Driven Development – addressing IT audience of 300+.



PUBLICATION:

EMERGING INNOVATIONS IN AGILE SOFTWARE DEVELOPMENT, FEB - 2016

Authored a chapter on “BEHAVIOR DRIVEN DEVELOPMENT- USING SPECIFICATION BY EXAMPLE APPROACH OF DELIVERING THE RIGHT SOFTWARE”.
IGI GLOBAL PUBLICATIONS, USA.
[ISBN13: 9781466698581]

SINGAPORE, JP MORGAN, OCT - 2015

Recognized as one of 13 Technology SMEs in the APAC region (17 countries) by regional CIO. Area of expertise: Behavior Driven Development using JAVA and C#.

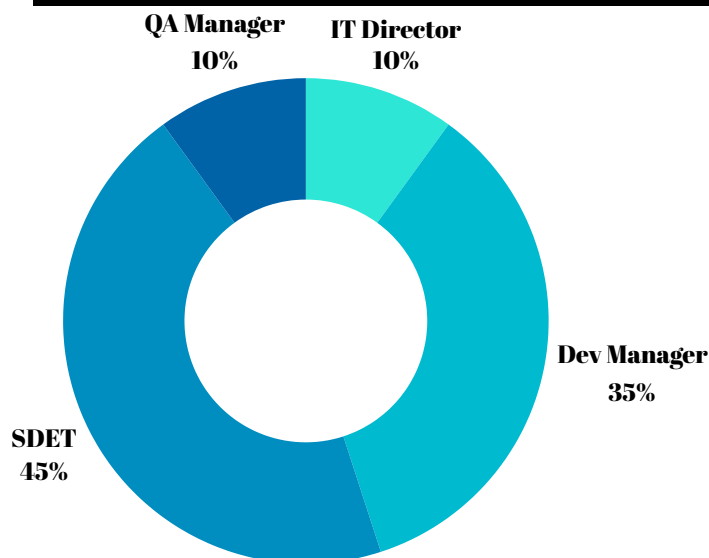
DELAWARE, CHASE, JUNE - 2013

CMA IT Agile Champion - Recognized as one of few agile champions in Consumer & Community Banking (6 LOBs) leading agile transformation.

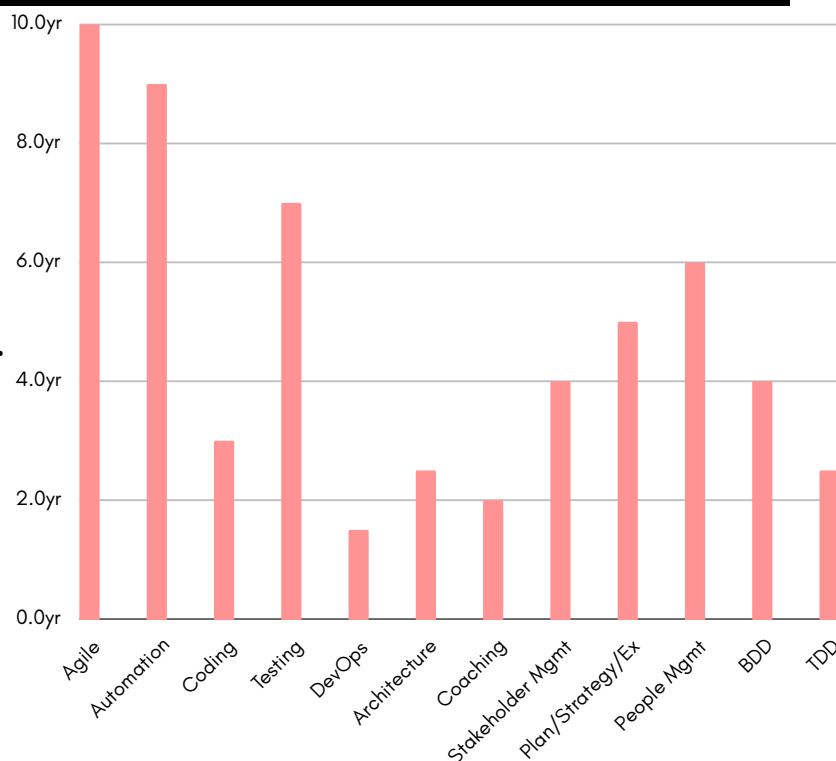
MALVERN, NAVTEQ INC., FEB - 2009

Appreciation Certificate and Award received for performance excellence from CTO and R & D head of department of NAVTEQ

Roles



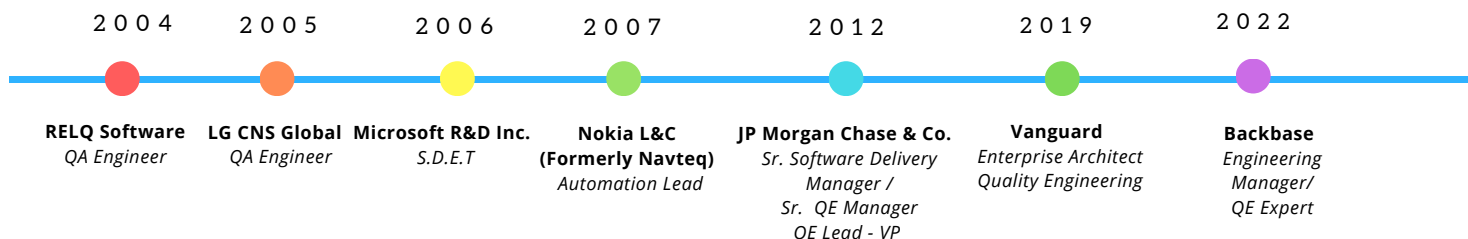
Skills



Total IT Exp.

»»»»»»»»»»»»»»»» 20+ Years ««««««««««««««««

EXPERIENCE TIMELINE



AREAS OF EXPERTISE

Management
Programming Languages
Transformation &
Modernization
Test Automation Tools

Agile Tools
Unit Testing
Performance Testing Tools
Code Coverage Tools
Build Deployment & Tools
Quality/Process

Leading IT org. (65+), Scrum Teams(8- 10)
Java, C#, Groovy , Python
Agile(SAFe & LeSS), Mainframe Modernization & Micro-Services strategy, Quality Engineering Transformation
Karate(API - integration, e2e, performance),Cypress(Web - unit, integration, e2e, accessibility)
Cucumber - Java/Selenium Webdriver2.0/Appium, SpecFlow in C#, Soap-UI-Java/Groovy, Postman, QTP, FitNesse, Robot Framework in Python
Green Hopper- Rapid Board & Classic Board, Rally software
Nunit, JUnit, TestNG, XCTest, Jasmine
Gatling, JMeter, BlazeMeter, LoadUI, ANTS Load
Sonar – Jacoco plugin, Cobertura, NCover
Maven, MSBuild, Gradle, ANT, Web Server- Apache & Tomcat
AGILE (SCRUM, KANBAN) methodologies, SAFe, LeSS frameworks, ISO 9001:2000, BS7799, CMMI Levels

Professional Experience

- Experience in Sales & Digital marketing, Mobile Payments, Enterprise Solutions, Technology Infrastructure, Banking, Health-care and Infrastructure / Support domains.
- Experienced in running mid sized organization of size 40 – 65+ resources – budget planning(~ USD \$6 - 8 M), execution, recruitment, process refinement, software delivery management, defining goals, vision, roadmap, strategy etc.
- Expertise in establishing Agile SDLC (Scrum/Kanban), following LeSS/Safe, CI-CD pipeline, Quality Engineering best practices.
- Implemented Automation Frameworks for middleware, web, mobile, mainframe platforms using various object oriented Programming languages and open-source/commercial Tools.
- Expertise in implementing Agile SDLC using BDD/ TDD methodology & balancing test pyramid for product teams.

PROJECT SUMMARY

Backbase USA Inc. (July 2022 - current)

Title: Engineering Manager, QE Change Agent

Location: Remote

Projects: TD Bank, Navy Federal Credit Union, National Bank of Canada, Schools First, Eastern Bank

- Leading Squad teams in Enterprise hub that consists of Backend, Frontend, QA, Devops (size 20 FTEs, 12 Contractors) for Customer Success in North America
- Rolling out Model Bank in North America to reduce the total man days on projects by 30% for Customer Success division that benefits Credit Unions.
- Accountable to Business and Technology alignment for end to end application scoping, planning, development, implementation, post-implementation support
- Building high performing, cross functional agile teams to provide daily focus on driving productivity, resiliency, quality
- Implementing Quality Framework and Toll Gates, Release Management best practices, Agile process refinements and shift left practices.
- Collaborating and communicating with R&D, Core technology tribe and business stakeholders influencing technology delivery timelines
- Supporting staff, provide individuals with constructive feedback as it pertains to team performance, coach staff in technical and behavioral matters , conduct performance reviews, appraisals, personal development planning etc.
- Identifying and closing gaps in recruitment, onboarding, training (closely working with academy revising curriculum), project ramp-up, project billability & allocations, off-boarding with established KPIs.
- Implementing Behavior Driven Development collaboration among UX, BA, SA, and scrum team to create specifications with examples to facilitate better using Karate DSL and framework, in addition to Postman functional API testing tool for integrating in CI/CD pipeline to test microservices and promote contract API testing with every build

Vanguard (2019 - to 2021)

Title: SI Development & Delivery Manager - Level M5

Location: Malvern, PA, USA

Projects: USIT QE Leader, FAS Distribution Enablement, Advisor Website, FAS Technology Transformation

Roles played: FAS Technology - IT Department Head (Change Agent), USIT -Sr. Enterprise QE Architect

- IT partner for Digital Sales and Marketing in FAS and heading software development responsible for 3 Squads
- QE Center of excellence leader providing vision, engineering expertise, strategic acumen, and leadership for planning, building, developing and implementing a comprehensive business capabilities that supports the long-term objectives, mission and vision for the Financial Advisor Business (Sales & Digital Marketing).
- Driving the Agile transformation as Change Agent, implementing "Shift Left" & Quality Engineering best practices across the sub-division, implementing product family and rolling out SAFe Agile Framework.
- Run multi-year, cross-divisional technology-related initiatives, help establish product roadmap, technology roadmap, articulating vision/strategy, hiring Scrum teams, aligning Business Stakeholders via workshops & Agile ceremonies with Technology to deliver high quality software that matters.
- Lead Quality Engineering transformation for USIT sub-division supporting 8 product families closely aligned with CTO organization & Enterprise Architecture.
- Responsible for technology program budget, monitoring cost variances, forecasting and allocating program costs. Ensuring all steps are taken to mitigate risk and retains control, compliance, audit, and legal requirements.
- Hire, evaluate, and oversee crew, provide mentorship and training as necessary to develop crew. Set performance standards, Departmental OKRs, reviews performance, and makes informed compensation decisions in accordance with all applicable Human Resources policies and procedures.

JP MORGAN CHASE & Co. (2012- 2019, 2021 -2022)

Title: IT Dept. head- Sr. Software Delivery Manager

Locations: USA, SINGAPORE

Projects : Credit Card Acquisitions(ACAPS), Chase Pay, Apple Pay, Samsung Pay, Android Pay, Visa Tokenization, ISIS Digital Wallet, SPANDA, Firm Wide Deployment, EAM WorkFlow, APPMap

Roles played: Head of ACAPS(Card Originations & Acquisitions), Card services (Change Agent - 8 scrum teams), Head of QA organization(45+), Application Development Manager(25+), Automation Lead.

- Lead and manage cross-functional Scrum teams (Dev, BA, QA, Ops) to provide daily focus on driving productivity
- Creation of Target state Architecture Vision, sharing long-term roadmap with large audience and stakeholders
- Act as a key advisor to senior IT leadership(MDs) including frequent interaction with CTOs.
- Accountable to Business and Technology Management for end to end application scoping, planning, development, implementation, post-implementation support
- Act as a key change agent for business agile transformation, establishing product roadmap, product management teams
- Supervise activities of Managers, Tech Leads and supporting staff, provide individuals with constructive feedback as it pertains to team performance, coach staff in technical matters and delivering on other job related responsibilities, conduct performance reviews, appraisals, personal development planning etc.
- Managing multiple work streams including Business Analysts, Developers, QA, Infrastructure, Architecture etc.
- Leading identification of critical, high payoff automation strategies and prioritization of implementation efforts accordingly, maximizing ROI.
- Leading CI/CD - DevSecOps initiatives for product families supporting.
- Implementing Behavior Driven Development, manage the execution of automated tests, continuous deployment to QA and UAT environments and staging of scrum deliverables in CI/CD pipeline within the automated build environment.
- Implemented Service virtualization and Mocking libraries for increased code coverage on unit and system testing.

Nokia Location and Commerce (2008 - 2012)

Title: Lead Engineer

Roles: Scrum Developer, Automation Lead

Location: Malvern, PA, USA

Projects: HD Radio, B2B Real-Time Traffic for EU, NA Countries, HD Weather, BMW, HONDA GPS MAP

Responsibility: Automation Lead, mentoring teams and coding Automation frameworks - using python (robot framework ATTD) and java (open source framework - selenium), shell scripting

Credit Suisse First Boston (2007 - 2008)

Title: Sr. Software Engineer

Role: Automation Engineer

Location: Singapore

Projects: Omni builds (O/S & platform validation)

Microsoft R& D Inc. (2006 - 2007)

Title: SDET

Role: Developer In testing

Location: India

Projects: Support.microsoft.com, MSN

LG CNS Global Pvt. Ltd.(2005 - 2006)

Title: Software Engineer

Location: India

Projects: Tribal Technologies - EBS education system in UK

RELQ Software Pvt. Ltd.(2004 - 2005)

Title: Associate Verification & Validation Engineer

Projects: MAXESS KWP (Sanofi- Aventis)

IndiaOptions Ltd.(2003 - 2004)

Title: Trainee (developing dot net web application using asp.net - online shopping website

Role: .Net Developer (Internship)

TRAINING & CONFERENCES

- AWS Solutions Architect Associate (currently enrolled in a cloud guru)
- Certified Agile Coach @Chase implementing LeSS framework
- LeSS, Lean principles & Agile Coaching two weeks training in Columbus, Ohio in 2018.
- Pivotal Cloud Foundry two day workshop in 2016.
- AGILE 2014 international conference in Singapore.
- AGILE Practitioners 2014 conference in Malaysia.
- AGILE 2011 international conference in Salt Lake City, USA.
- Step-In Summit 2006, Software Testing conference by QSIT -Bangalore, India
- Received training at LG for Quality/Process standards (ISO 9001:2000, BS7799, SEI- CMMi process levels).
- Certified Functional Area Representative (FAR) - CMMI process from Software Quality Center.
- Windows 2003 Automation and Administration using VB Scripting from Microsoft, Singapore.
- Shell Programming for System Administrators - Oracle Certified Training.