

# Aditya K.

Node.js | React | PostgreSQL | Angular | ASP.NET | TypeScript | C# | Data Analysis and Visualization | Product Development and Management

604-783-3917 | [kumaraditya.ca@gmail.com](mailto:kumaraditya.ca@gmail.com) | [LinkedIn](#) | [kumaraditya.tech](https://kumaraditya.tech)

## Summary

---

I specialize in React, Node.js, Angular, TypeScript, PostgreSQL, ASP.NET and SQL. In React, I enhance user interfaces with scalable components and sophisticated state management using the Context API, efficient caching and server querying using React Query, and visually appealing and user-friendly interfaces using the MUI (Material-UI) component library.

My strong command of PostgreSQL and SQL ensures robust database management, optimizing performance and data integrity. My TypeScript knowledge enhances type-safety, code reliability and maintainability.

With a solid grasp of MVC architecture, I design and implement scalable application structures, improving development efficiency and reducing errors.

My deep understanding of JWT authentication enables the secure transmission of information, enhancing application security. I understand the importance of developing robust authentication systems that protect against unauthorized access and ensure user data confidentiality.

Over the last five years, I have honed my ability to derive insights from large and complex datasets, a skillset I continue to rely on extensively. Utilizing advanced scripting techniques, I clean, slice, and analyze disparate data sets, enabling meaningful engagement for end-users. My academic and professional experience in statistics equips me to undertake serious data science projects, leveraging sophisticated methodologies to drive data-driven decision-making.

This combination of skills allows me to develop efficient, secure web applications and effectively tackle complex challenges. I enjoy creating applications that make complex functionality accessible to the end-user in a user-friendly manner. Additionally, I have been able to hone my soft skills in my 7-year-long career in Human Resources. I am a great team player and have demonstrated and proven a history of leadership and teamwork. I have been a consistently top performer throughout my career and am looking for exciting challenges through which I can make a meaningful impact.

## Experience

---

### Student - Software Systems Development at British Columbia Institute of Technology

09/2023 - Present | Vancouver, British Columbia, Canada

- **Industry Project (The Rooted Table):** Created and deployed a Web App for Item, Grocery and Supplier Management that will be used by chefs and managers at the Custom Meal Prep business. Made the frontend (React) and Backend (Node.js) using TypeScript. Leveraged advanced global state management (Context API), complex server querying (React Query) and user friendly UI (MUI). Secured the API endpoints using AWS cognito using a three-token strategy and authentication and authorization middlewares. Used a relational database approach (PostgreSQL).
- Actively applying theoretical knowledge of software development in practical projects. Portfolio available at [kumaraditya.tech](https://kumaraditya.tech).

### Total Rewards Specialist at Newcrest Mining

11/2022 - 09/2023 | Vancouver, British Columbia, Canada

- Used complex Excel-based analyses to align market benchmarks and operational roles.
- Awarded by Chief People Officer for updating pay structures for Western Canada Operations.
- Implemented salary and bonus adjustments for FY'23.

- Developed a new Graduate Pay Program and conducted a Gender Pay Equity Review.

**Total Rewards + Performance Sr. Lead at CoinSwitch**

04/2022 - 08/2022 | Bengaluru, Karnataka, India (Hybrid)

- Designed and executed a comprehensive performance management process.
- Created competency frameworks tailored for tech-focused roles in Software, Data, and Product departments.

**Lead - Performance and Rewards at Khatabook**

06/2021 - 04/2022 | Bengaluru, Karnataka, India (Hybrid)

- Revamped performance management, integrating OKRs and enhancing strategic alignment.
- Designed a Rewards-and-Recognition program, boosting morale and performance.
- Developed an HR analytics dashboard, providing insights into workforce metrics and trends.
- Formulated and implemented multiple HR policies, enhancing organizational efficiency.

**Human Resources Consultant at Mercer**

05/2019 - 11/2020 | Gurgaon, India (Hybrid)

- Led benchmarking studies across multiple sectors, providing strategic compensation insights.
- Achieved retention and growth by managing client relationships and developing new engagements.

**HR Business Partner at Amazon Development Center, India**

07/2016 - 05/2019 | Noida Area, India (On-site)

- Partnered with senior leaders to strategize on expansion and organizational design.
- Facilitated comprehensive annual performance and talent reviews for over 1,000 staff members.
- Significantly reduced attrition through targeted employee retention strategies.

**Instrumentation Engineer at Hindustan Zinc Limited**

06/2013 - 05/2014 | Pantnagar (Uttarakhand)

Involved in critical engineering projects, enhancing plant operational efficiencies.

**Languages**

• TypeScript (Proficient)

• JavaScript (Proficient)

• C# (Proficient)

• Python (Intermediate)

**Education**

**Software Systems Developer**

British Columbia Institute of Technology  
09/2023 - 06/2024

**Bachelor of Engineering (BE), Instrumentation and Control**

Netaji Subhas Institute of Technology  
2013

**Diploma in Management - Human Resources**

XLRI Jamshedpur  
2016