Kshitiz Anand - FY24

Context

- Current Role: **Tech Lead for Fixed Asset Management**
- Tenure in Current Role: **0 months (Joined SBSEG BB5 team on Apr 10, 2023)**
- Total tenure at Intuit: **2 years**
- Overall profession tenure: **11 years**
- Team: **MM Accounting (FMS Addons) and Extensibility (Mandar's Org)**
- Technical Skill Area/Craft Skills: **Full Stack Engineer**
- Responsible for : **Fixed Asset Management**
- Previous Tracks : **Tech Lead for Extensibility and Tech Lead in BPP(Batch Processing Team) in Intuit**

Key Outcomes

1. Onboarded to BB5 and Extensibility Capability team and Fixed Assets Team.
2. Spearheaded Dimension Engineering covering implementation of Dimension in monolith, 4 QBO Transaction Forms, Dimension backend APIs, etc.
3. Defined Hexagonal Design Pattern and guided team in design and implementation of the right architecture pattern in the CES codebase.
4. Lead discussions with various stakeholders across teams of Distinguished Engineers, Principal Engineers, and Product Managers on various aspects of location like Department, Business, Location, Store, etc. Performed low-level analysis of various use cases in QBO to conclude the right approach for solving Location in QBO.
5. Spearheaded the decision on Class Modernization.
6. Defined approach to audit createdByApp and updatedByApp for any service in Intuit.
7. ~65 PRs created and ~180+ PR reviewed
8. Lead FA team in reducing the number of Rum FCI alerts because of 4xx and other GraphQl related failures.
9. Guiding FA team for FA Disposal and FA AU Launch.
10. POC solution for Using Gen AI powered Integration test generator.

Scorecard

Scoring → Each area in the scorecard is given a score from 0-5 against the **TARGET LEVEL** role:
 0 - not demonstrated
 1 - demonstrated at insufficient level / scope
 2 - lacks consistency and continuity of demonstration

3 - mostly demonstrated, minor reservations
4 - fully demonstrated
5 - demonstrated above expectations

AREA	DESCRIPTION	SCORE
Scope & Impact	• Technical leader and domain expert who begins to influence technology and product direction. • Makes localized decisions, balancing short and long and weighing business impact. • Responsible for a capability (end to end) or a section of experiences in a composite app. (typically drives and guides the work of 5-10 engineers)	4
Design & Architecture	• Demonstrates deep understanding of current technology trends, best practices. Consistently applies and teaches relevant design patterns. • Holds the team accountable for high quality designs through periodic reviews (including api's, operational plans, data models).	4
Coding	• Establishes best practices leveraging latest industry trends and Intuit tech. Keeps tech debt low. • Writes reusable and self-serve libraries/tools; Models extreme ownership through reviews. • Quick learner. Seeks opportunities to contribute to other code bases at Intuit and open source.	5
Operational Excellence	• Demonstrates deep understanding of deployment architecture and consistently designs for low MTTD/MTTR, HADR & fast recovery/self healing. • Actively drives performance, load, failure mode testing and resolution. • Owns the entire operations and trains teams to handle incidents through fire drills; handles escalations during on call; demonstrates quick resolution.	3
Backend	• Expert in cloud technologies and at architecting and delivering highly scalable and resilient systems.	4
Customer Obsession	• Uses data and customer insights to influence product and tech decisions within the scope of their capabilities.	3
Ownership & Accountability	• Proactively connects and collaborates with adjacent teams and cross functional partners to ideate and solve problems together. • Participates and encourages boundaryless contributions to codebases across Intuit, leading by example. • Demonstrates courage by challenging status-quo. Boldly surfaces and resolves conflicts.	5
Innovate & Simplify	• Consistently simplifies technical design. • Navigates ambiguity with minimum or no guidance. • Develops a culture of innovation on the team and encourages to explore new ideas.	4
Attract, Retain, Develop the Best	• Raises team knowledge, skill and engagement through design and coding sessions and other tech forums. • Mentors and assesses engineers; continuously develops/maintains a strong talent pipeline. Actively participates in calibrations, assessments. • Role models and develops a culture of inclusivity on the team	2
Engrossed in the Detail	• Deeply understands the current state, gaps and target state of their areas. • Thorough in planning and execution: guides their team through all phases of the project. • Effective in technical reviews, spotting impactful issues quickly.	4
Speed as a Habit	• Ensures work is accretive to target state; balances tech debts vs rapid releases; makes decisions to unblock teams. • Uses judgment on what to delegate vs drive.	4

Top Work Highlights

Work Highlight 1: Dimension / Class 2.0

Business Impact

1. Spearheaded Dimension Engineering work in the beginning which involved implementation of Dimension in monolith, 4 QBO Transaction Forms, Dimension backend APIs etc.
2. Dimension hierarchical structure

Results achieved

1. Created end to end tech design to implement Dimension in Transaction Line Items in QBO Target State and Monolith .
2. Created end to end design to implement Dimension in Transaction Forms by creating a Custom Extension Component in TXP.
3. Created tech plan to implement Dimension in Transaction → [Dimensions - All in One Tracker - Google Sheets](#)
4. Spearheaded many decisions in Dimension track → [Dimensions Tracker - Google Sheets](#)
5. 12 PRs in CES
6. 2 PRs in Monolith
7. 7 PRs in CERES
8. 3 IEDM schema PRs

Work Samples

Design & Architecture

[Storing Dimensions with Transaction Line Items - Google Docs](#)

[Dimensions(a.k.a Class2.0) on Transaction in TXP - Google Docs](#)

[Dimension Audit History - Google Docs](#)

[IEDM Schema for Custom Extensions In Business Transaction - Google Docs](#)

[Tech Design for Reference List Type Of Dimension - Google Docs](#)

Coding

Code Contributions

[Implement Dimension/Class 2.0 in Transaction in Monolith](#)

[V4 Schema for Custom Extensions](#)

[IEDM Schema for Business Transaction](#)

Code Reviews

Work Highlight 2: Class 2.0 Modernization

Results achieved

Created end to end plan covering various aspects of Class like Settings, Management, Association, Downstream dependencies, architecture to modernize Class to Class 2.0.

Work Samples

Design & Architecture

[Class Modernisation in QBO - Google Docs](#)

Work Highlight 3 : Location Modernization

Lead discussions with various stakeholders across teams of Distinguished Engineers, Principal Engineers and Product Managers on various aspects of location like Department, Business, Location, Store etc. Performed low level analysis of various use cases in QBO to conclude the right approach for solving Location in QBO. Here is the doc which explains the effort went to conclusion [Location Modernisation in QBO - Google Docs](#)

Work Highlight 4: Extensibility L1 Capability

1. Created plan for Extensibility L1 track.
2. Created design and architecture for Extensibility capability
   a. [Custom Extensions Service Project Design - Google Docs](#)
   b. [Tech Design for Reference List Type Of Dimension - Google Docs](#)
3. Defined createdByApp and updatedBy App decision for entire apps in SBSEG
   [CreatedByApp and UpdatedByApp attributes in Domain Events - Google Docs](#)

Awards & Accolades

Implement Dimension in Transaction
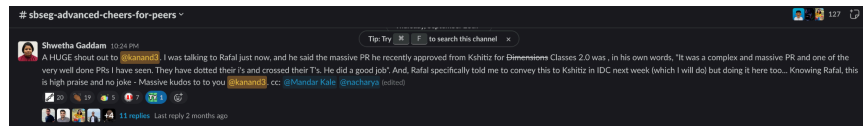
Appendix

Work Highlight 4 : Datalake Access Platform (Q3 FY23)

Project	Initiatives	Impact & Work Done	Evidence	Feedback
DLAP	Implement FGAC(Fine Grained Access Control) in Intuit Datalake	*Insights as concluded at FGAC-POC are crucial for Intuit's path towards implementing FGAC in Datalake* Lead and performed quick, conclusive POC with Privacera and Okera to implement FGAC in Datalake.	POC Summary - POC on FGAC in Intuit Datalake - Anand, Kshitiz - Intuit Wiki	Link 1, Link 2 ,Link 3
	Improve Data Steward Approval Experience in DLAP	*Saved 1500 hrs/year time for Data Stewards* Lead and created design, end to end execution of the work which expands towards multiple teams. Contributed to coding in frontend as well as backend.	Pull requests · data-datalake/dlap-s3usage (intuit.com) Pull requests · data-datalake/dl-access-automation (intuit.com)	
	Drive down approval response time	*Implemented 8 days SLA for approvals for access requests via. DLAP* Successfully created a design for scheduling in DLAP using BPP and implemented it end to	Design for Auto Closure of Access Request JIRA tickets - Anand, Kshitiz - Intuit Wiki Design for DLAP Schedulers - Anand, Kshitiz - Intuit Wiki	

		end.		
	Support for Curated S3 buckets in DLAP	*Improves PLAP score for curated S3 buckets* Contributed to backend coding and design	Pull requests · data-datalake/dl-access-automation (intuit.com)	
	RTBs like: 1. Support users with issues in DLAP 2. Onboard S3 buckets to DLAP	Helped team in onboarding finance, sca and other buckets to DLAP		
nopostman	It's a tool to easily yet securely test APIs. Current tools in the market like Postman stores data in un-approved Intuit locations which is not secured. It can save license cost of ~2M USD in terms of Postman license.	Designed and implemented hoppscotch open source solution as per Intuit Paved path	NoPostman-Pitch - Google Slides Go Service Commits · hoppscotch/nopostman-team-backend (intuit.com) Node Service and UI Commits · hoppscotch/hoppscotch-application (intuit.com) Springboot service Commits · hoppscotch/nopostman-backend (intuit.com)	Collaborating with DevX to include more features, On Call Support etc. Link to feedback
		Implemented Intuit Google account/SSO integration		
		Removed Firestore sync with calls to our own Spring Boot based REST APIs for storing user's collections, history etc.		
		Provisioned and integrated Data Stores and backend APIs in Intuit AWS Cloud		
		Made solution Generally Available(GA)		
Innovation Papers	API Development platform to support entire lifecycle of API development in Intuit	Intuit's API Lifecycle Platform can help Intuit save ~ 2M USD per annum as a recurring cost towards license.	NoPostman - A2D Innovation Paper - Google Docs	Collaborating with DevX team to create a GA tool for Intuit and device approach to open source the solution.

	Implement FGAC using Open Source solutions in Intuit	Proposed ideas for an open source and vendor neutral solution for implementing FGAC in Intuit Datalake	[Fine Grained Access Control in Datalake A2D Innovation Paper - Google Docs](#)	At this point of time Intuit is leaning towards Vendor specific solution and we are asking the vendor to implement this feature.

Awards & Accolades

No Postman - Tapasvi Moturu (VP, Technology & Platforms Group)

Tapasvi Moturu
Vice President of Technology - Platform Acceleration Group

> This Feedback is visible to your manager

[Notes from you](#) ⌃

Hi, I am looking for your valuable inputs to improve myself based on your feedback. In this regard, could you please spare some time to provide me the feedback. Thanks and regards, Kshitiz

---

1. Please provide 1-2 examples of what I am doing well and should continue doing. (What and How)

Very engaged and committed.
Can do attitude in ambiguous or adverse situations.

2. Please provide 1-2 examples of what I could do more of, or differently, to have an even bigger impact. (What and How)

Nothing major comes to mind, however the areas that can be improved is in communicating the ideas more succinctly and establish a clear rationale around why this matters.

Looking at startup pitch deck would be super useful IMHO

FGAC POC - Boaz Sapir (Principal Engineer)

BS **Boaz Sapir**
Principal SW Engineer

This Feedback is visible to your manager

[Notes from you] ▲

Hi, Could you please spare sometime to share feedback about me which could help me improve in my career ? Thanks and Regards, Kshitiz

1. Please provide 1-2 examples of what I am doing well and should continue doing. (What and How)

Very thorough, works with good methodology, catches all the small details
Communicative and easy to work with

2. Please provide 1-2 examples of what I could do more of, or differently, to have an even bigger impact. (What and How)

Nothing specific I can add based on the scope of our interaction

3. What additional feedback or comments about my performance would you like to share?

I enjoyed working with you and felt that everything was in good hands

FGAC POC Bharat Patel

Re: Conclusion of POC on FGAC for Intuit Datalake

Thursday, 1 December 2022 at 9:20 PM

PB ● Patel, Bharat (CG) <Bharat_Patel@intuit.com>
To: ⊘ Anand, Kshitiz; ⊘ Nisly, Barry; ⊘ Bian, Leon; ⊘ Dai, Rui; **Cc:** ⊘ Seth, Karan; ⊘ Seshadri, Prashanth; ⊘ Sai, Vijay; ⊘ Murray, Calum; ⊘ Baker, Tristan; ⊘ Pillala, Ravi; ⊘ Swaminathan, Krithika; ⊘ Pigoski, Tom ⌄

+A2D DL leadership team

Kshitiz & Vijay,

Very nice and detailed work on determining the capabilities of each vendor and how it fits in with the Intuit requirements.

-bharat

From: "Anand, Kshitiz" <Kshitiz_Anand@intuit.com>
Date: Tuesday, November 29, 2022 at 9:54 PM
To: "Patel, Bharat (CG)" <Bharat_Patel@intuit.com>, Barry Nisly <Barry_Nisly@intuit.com>, "Bian, Leon" <Leon_Bian@intuit.com>, "Dai, Rui" <Rui_Dai@intuit.com>
Cc: Karan Seth <Karan_Seth@intuit.com>, "Seshadri, Prashanth" <Prashanth_Seshadri@intuit.com>, "Sai, Vijay" <Vijay_Sai@intuit.com>
Subject: Conclusion of POC on FGAC for Intuit Datalake

Hi,

As per our discussion today, we have concluded the quick POC for providing FGAC in Intuit's Datalake using two vendor products Privacera and Okera .

As per our analysis, **Privacera seems to be a viable option to perform a pilot with actual Intuit data and processing capabilities. Okera lacks in terms of few of the Intuit's documented use cases and doesn't seem to be a viable option to perform a pilot.**

Please find below links which gives more details about the POC :
1. Summary → POC on FGAC in Intuit Datalake - Anand, Kshitiz - Intuit Wiki
2. Detailed comparison of the vendor products → POC FGAC vendor evaluation criteria - 2022 - Google Sheets
3. Zoom recording → https://intuit.zoom.us/rec/share/DZqgYal3dx8L3UZ7nyPoLITzuzeLrJwhoxYy42lEpFYYJKoMHeJWOb9j1DDtILo.80mlf-6U3kl7OOX- Passcode: =.@L$da4

Please let me know if you have any questions/concerns regarding the POC.

Regards,

—
Kshitiz Anand
Staff Software Engineer
P +91-9972306960 **E** kshitiz_anand@intuit.com
Twitter | LinkedIn | Facebook| intuit.com

INTUIT ✔turbotax ○ credit karma ○ quickbooks ○ mailchimp

FGAC POC - Leon Bian

Bian, Leon <Leon_Bian@intuit.com>

Thursday, 1 December 2022 at 11:34 AM

To: ⊙ Anand, Kshitiz; 🔸 Patel, Bharat (CG); ⊙ Nisly, Barry; ⊙ Dai, Rui; **Cc:** ⊙ Seth, Karan; ⊙ Seshadri, Prashanth; ⊙ Sai, Vijay; ⊙ Sheffer, Yaron; ⊙ Hash, Tom; ⊙ Kemme, David; ⊙ Izumskiy, Dmitry; ⊙ Diwakar, Bernard; ⊙ Sapir, Boaz ⌄

Hi Kshitiz and Vijay,

Thank you again for completing the PoCs with both vendors. The insights we have gained are crucial to the success of the FGAC program.

Adding folks from Enterprise Security and SecR&D. Please review the summary (wiki), detailed Google Sheet, and the video recording.

Thanks.

Leon

From: Anand, Kshitiz <Kshitiz_Anand@intuit.com>
Date: Tuesday, November 29, 2022 at 9:54 PM
To: Patel, Bharat (CG) <Bharat_Patel@intuit.com>, Nisly, Barry <Barry_Nisly@intuit.com>, Bian, Leon <Leon_Bian@intuit.com>, Dai, Rui <Rui_Dai@intuit.com>
Cc: Seth, Karan <Karan_Seth@intuit.com>, Seshadri, Prashanth <Prashanth_Seshadri@intuit.com>, Sai, Vijay <Vijay_Sai@intuit.com>
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Please let me know if you have any questions/concerns regarding the POC.

Regards,
—
Kshitiz Anand
Staff Software Engineer
P +91-9972306960 **E** kshitiz_anand@intuit.com
Twitter | LinkedIn | Facebook| intuit.com

INTUIT ⊘ turbotax ⊙ credit karma ⊙ quickbooks ⊛ mailchimp

Superstar Award

KSHITIZ ANAND | Data Platform

Anand is an engineer with strong technical capabilities and great learning ability. He is a team player who goes above and beyond to help team members. Beyond his work, his ability to coach and mentor juniors has been an outstanding effort to help them align and grow. He build good relationships with peers and seniors in the team and is a great addition to the Intuit's tech talent.

TECHNICAL EXCELLENCE