Kishor Pawar,
Engineering Manager

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GitHub | LinkedIn | StackOverflow | Twitter

PROFILE	Seasoned technology leader with over 14 years of experience as a generalist software developer, co-founder, and CTO. Successfully led technology teams, driving innovation and achieving development milestones on time and within budget. Recognized for exceptional business acumen, analytical skills, and expertise in developing clean, efficient, and maintainable code across various technology stacks. Passionate about writing technical documentation, mentoring team members, and fostering a culture of continuous learning and development.

TECHNICAL LEADERSHIP & HIRING	- Built and scaled high-performing development teams across multiple organizations by defining hiring strategies, conducting technical interviews, and selecting talent aligned to the organization's requirements. - Led the end-to-end recruitment process, ensuring alignment between business goals and technical expertise while maintaining high hiring standards. - Conducted in-depth code reviews, improving code quality, enforcing best practices, and mentoring developers to write clean, scalable, and maintainable code. - Designed structured interview processes focused on assessing problem-solving skills, technical proficiency, and cultural fit to create strong, collaborative teams. - Mentored and onboarded engineers, accelerating their learning curve and ensuring effective integration into development teams.

EMPLOYMENT HISTORY

June 24 – Present	**Sr. General Manager IT at Altrr Software Solutions Limited, Pune** - Acted as a vital bridge between the business and vendor technical teams, aligning goals, resolving communication gaps, and accelerating product development cycles to ensure timely delivery and enhanced collaboration. - Defined and implemented the company's technology strategy to drive innovation and business growth. Ensured that all technical initiatives were seamlessly aligned with overarching business objectives, enabling scalable, efficient, and future-ready solutions. - Established and led the company's technology team, fostering a culture of innovation and collaboration. - Provided strategic guidance and hands-on leadership to ensure that development milestones were consistently met on time and within budget. - Optimized processes to enhance efficiency and accountability while aligning technical execution with business objectives.
Feb 2021 – June 2024	**Co-Founder and CTO at PowerMitra Cleantech Pvt Ltd, Mumbai** - Achieved significant milestones leading to PowerMitra's selection for incubation at IIM-B, NSRCEL. - Developing and implementing the company's technology strategy and ensuring it aligns with its overall business goals. - Spearheaded the company's technology team by providing guidance and leadership to ensure development milestones were achieved on time and within budget. - Identified and evaluated emerging technologies(AI and Blockchain) and built a feature to extract consumption details from the uploaded electricity bill. - Built a tech that helped reduce no. of meetings required for closing deals.
Feb 2022 – Jan 2023	**Associate Software Developer, Risk & Capital IT at Nomura Services India Private Limited, Mumbai** - Conducted risk assessment through stress testing of financial models to evaluate counterparty exposures. - Collaborated with cross-functional teams to generate and distribute detailed risk assessment reports. - Documented processes for creating releases, conducting stress tests, and generating reports. - Participated in an internal hackathon, proposing an infrastructure security configuration assessment solution.
Jan 2020 – Feb 2022	**Independent Information Technology Consultant, Mumbai** **Strategized Tech Roadmap:** Helped companies define and plan their technology strategy. **Product Development:** Led and contributed to the development of various products. **Team Management:** Managed and coordinated teams to ensure project success. **Key Projects:** - ConfigLive: Developed a suite of security configuration assessments. - Influnite: Created a comprehensive platform for influencer marketing for brands. - Neevista: Built a website with blog and newsletter applications using Django CMS. - Anahit: Developed a data-driven investment analytics platform. - Flavorable: Developed a platform to create and share shopping lists, track health, and learn from community chefs using reactjs.

Aug 2019 — Feb 2020	**Lead Python Developer, Cyrix IO Denmark (Remote)**

- Wrote and improved AI script for reading video stream, detect bodies, and faces from video, predict age, gender, and emotions from the detected faces.
- Built a desktop application using Electron and Angular to receive notifications of the customer walking into a store.

Feb 2016 – Aug 2019	**Development Lead at e.Soft Technologies Ltd, Mumbai**

- Developed a security compliance automation tool.
- Led a complete overhaul of the project, implementing enhancements such as Authorization, High latency APIs, Separate code base for front end and backend, modular and maintainable apps. and persistent storage
- Led team and conducted pre-sales demos.

Jun 2015 – Jan 2016	**Senior Software Engineer at Unlax Consumer Solutions Pvt Ltd, Mumbai**

- I worked on a hybrid mobile app developed for booking household services.
- I Implemented Design layout, Payment gateway integration, and analytic integration.
- I implemented Google Push Notifications, SMS reading for OTP extraction, location search, Screenshots, etc.

Jan 2015 – Jun 2015	**Sr. Software engineer at Youtellme Media Pvt Ltd, Mumbai**

- I wrote code to pull data from APIs provided by merchants like Amazon, Flipkart, and eBay and form a XML to pass it to XML parsers already written.
- I wrote a Chrome extension and the bookmarklet to find the lowest price available online.

Jun 2012 – Jan 2015	**Team Lead at Aspade Systems Private Limited, Mumbai**

Omnisign Digital Signage
- Successfully migrated from Django's then-old version to the "then" latest version.
- Omnisign is a Digital Signage product developed for Linux, Android, and Windows. I worked on all these platforms.
- As a software developer, I was involved right from the design to the delivery of the solution.
- Led an operations team for the deployment of solutions in state transport buses.
- I was supporting the operations team remotely.

matchpointGPS
- Built a web application from scratch for vehicle tracking.
- I implemented Google Maps API for live tracking, and marking vehicles on the map.
- I implemented background data processing for sending speed boundary alerts.
- Built an Android mobile application for the same.

EDUCATION

June 2007 – April 2010	University Of Mumbai, Mumbai Bachelor of Science (BSc) Information Technology

COURSES

Apr 2019 – Sep 2019	Post Graduate Certification in Blockchain Technology, International Institute of Information Technology Bangalore
Apr 2019 – Sep 2019	Advanced certification in Hyperledger, upGrad
Jan 2007 – Sep 2010	Professional Software Developer Certification (PSDC), NIIT Limited