

Basharat Wani

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Passionate technical leader committed to building & releasing software, while still having fun doing it. 17 years experience in software development with strong focus on innovation, technology, execution and deliver high quality products. Proven ability to build and sustain healthy teams and scaling their capabilities, provide clear direction and execute on strategic and tactical initiatives and improving cultural impediments to success. At the same time trying to think outside the obvious.

Major Accomplishments

- I have had great success building & leading teams, most recent focus has been in agile development, continuous integration & delivery, engineering excellence, large scale software development, infrastructure investment and cloud computing
- Evangelist for lean\agile principles in the organization, working with agile practices for over 9+ years in product development
- While I still spend a lot of hands-on time immersed in technology, our code, architecture and checking in on development milestones, I would characterize a large portion of my time is now spent doing two things, growing a Talent Base and helping my team make Big Decisions
- Successfully moved the product development org towards “Build & Deploy to production in Hours”
- Passionately drove continuous integration & deployment (CI\CD) across the business units
- Successfully moved towards releasing software every week to production
- Successful pushed DevOps. culture across different functional groups
- Great success building, maintaining highly scalable & highly available enterprise applications(SaaS)
- Strong proven skills in building medium to large size product development teams
- Created culture of investing in technical & infrastructure debt (investment in future)
- Making progress in moving towards the open-cloud platform (OpenStack) for our products
- Extensive experience using Microsoft technology stack and open-source technologies
- Diverse background in software development which covers software development, engineering, DevOps, user experience, quality engineering, infrastructure and customer support
- Extensive experience with service-oriented architecture (SOA)
- Servant Leadership: Strong focus on empowering teams, coaching, influencing, interacting, motivating, teamwork and direction
- A credible mentor and manager of high-performing teams for multiple product lines with a multi-generational workforce
- Specialize in creating cross-functional, cross-organizational teams with the customer\projects to identify, prioritize and design solutions for business requirements
- Evaluated and streamlined the offshore development process (India and USA) in the organization
- Methodology development & process maturation using Lean\Agile principles
- Championed move fast with building and releasing minimum viable product features
- Successfully created the phased rollout model for our major product lines
- Extensive experience with mergers & acquisitions
- SEI CMM Level 5 trained
- A mature contributor with a solid understanding of organizational and interpersonal dynamics

Strengths: Leadership, Technology leadership, Learner, Product Development, OpenSource technologies, Software Design\Architecture, Scalability, High Availability, Logging, Monitoring, Analytics, building and managing large enterprise systems and services, Cloud Computing - SaaS, IBaaS, CBS, dBaaS & OpenStack (IaaS), Technical\Infrastructure debt investment & working with legacy code.

Professional Experience

ZeniMax Online Studios LLC, Oct- 2013 - Present

Director of Software Engineering (Cloud Platform)

Leading and helping to build outstanding teams of software engineers who are building and delivering amazing products & services. Responsible for all the software development work for Cloud Platform. Over the years, I've had the opportunity to make loads of mistakes and learn from them. Here is what I do every day in my current role at this start-up:

- Product Development – releasing software, moving towards CI\CD (release early & release often)
- Building and sustaining healthy teams and scaling their capabilities
- Helping build Software Engineering Practices (unit test, code coverage, CI, refactoring, Investment in technical debt and Infrastructure debt....)
- Helping build Culture of Engineering Excellence- Scalability, Performance, HA, Agility and Operational Efficiency (Automation, Automation, Automation)
- Coaching and mentoring teams and at the same time learning from them.
- Hiring – hiring and retaining awesome talent
- Core Values that drives me: Passion, Transparency, Respect and Integrity

Rackspace Inc. (the Open Cloud Company), 2011 - 2013

Director Software Development (Cloud Apps.)

Led an outstanding team of software engineers delivering amazing product & services, responsible for all software development work for Cloud Apps.

- Cloud Apps. business unit has annual revenue over \$70M (2013 numbers)
- Reporting to the SVP and manages annual expenses of \$7.5M
- Shipped 8 large new product releases in last 18 months
- Led 59+ awesome software engineers
- Every decision I've faced directly impacts our customer experience, our P&L materially and impact our employees and company over many years to come. These are generally high impact to the business and involve a variety of strong diverse points of view
- Relentlessly drove continuous integration and deployment (CI\CD) across the business units
- Responsible for planning short and long-term technical strategy for R&D
- Continue to lead and manage the rapid business growth through exciting technical and business initiatives, while relentlessly striving to maintain the company's unique entrepreneurial culture
- Repeated success in leading the development, delivery, maintenance & support of software products
- Passionately pushed the current software\hardware infrastructure towards the open cloud technologies(OpenStack)
- Passionately drove DevOps culture across the engineering organization
- Experience leading geographically distributed teams, including full-time employees, contractors, and offshore development resources
- Significant success leveraging a blend of innovative technical skills with management prowess to result in high quality, on-time solutions which satisfy the needs of our customers
- Championed the hack days & 20% time with the groups of Rackers which seeded a culture of Hackathons and 20% time in the company
- Responsible for overall leadership of all software development activities necessary for building highly scalable, transactional & high availability services for enterprise software solution

Rackspace Inc. (the Open Cloud Company), 2010 - 2011

Head Product Development/Senior Software Development Manager (Cloud Apps.)

- Led and managed the rapid business growth through exciting new technical and business initiatives, while relentlessly striving to maintain the company's unique entrepreneurial culture
- Defined technical; vision, strategy and roadmaps for R&D teams
- Lead & managed multiple cross-functional teams of 40+ Software Engineers
- Responsible for leading multiple technical platforms and in different functional domains across the different product line

- Initiated and led teams towards monthly release cycle with beta release every two weeks
- Successfully moved towards releasing software every 2 weeks to production
- Improved predictability through continuous integration & deployment
- Created synergy by building collateral and collaborating with product, program & operations to make it win win deals with the ultimate goal of driving successful customer outcomes
- Led & influenced cross-functional partnerships in a matrix organization to drive priorities & ensure effectiveness
- Initiated and created separate new teams to expedite software releases (Microsoft Services Team & Core Billing Team)
- Acted as a catalyst & initiated building automation around operations and support tools
- Focus toward scalability, performance & high availability of the software released
- Lead and managed all product development lifecycle with scoping, analysis, designing, developing, deploying and supporting applications
- Seeded and started the culture of Investment into the Future (investing into technical and infrastructure debt)

The CBORD Group Inc. 2002- 2009

Software Development Manager / Advisory Software Engineer

- Responsible for overall leadership of all software development activities necessary for building highly scalable, enterprise software solution for Menu Planning and Publishing suite
- Responsible for the short and long-term direction of software development, engineering, QA and product development strategy for Menu Planning and Publishing suite
- Strongly advocated for agile principles which incorporate customer feedback throughout the development process., build and deploy minimum viable product and iterate
- Prioritized customer enhancement requests/bugs/feedback from more than 20 enterprise fortune 500 customers. Respond to customer/client inquiries, outlining product strengths
- Work with the team to continuously improve scalability, performance, service & delivery model
- Revamping and streamlining the daily/nightly build process across different product lines

The CBORD Group Inc.

Advisory Software Engineer

- Primary responsibilities in this role was to lead and provide technical leadership to the multiple development teams, both onsite and offshore
- Managing technical architecture of large complex multiple database systems
- Translate business requirement into functional & technical specification and lead the development team to manage implementation within a defined timeline
- Defined conversion strategy and the conversion model for our Food Service Suite of Product Line for both application and databases (from Sybase to MS-SQL Server)
- Managed, lead and streamlined the offshore development process in the organization

Primavera Systems Inc. - USA 2000-2002

Technical Lead

- Responsibilities included requirements analysis, defining the conversion strategy and the conversion model and development of prototype, coding the solution & leading the team
- Played a key role in the company's transition to Oracle platform from Sybase

UN-ICTR - United Nations 1999-2000

Software Development Manager

- Managed a staff of 5+ people with various disciplines and responsibilities for the project
- Leading the Project Team, Managing Project Timeline, Deliverables, Training and Implementation

KRIBHCO (Biggest Fertilizer Plant in India) 1997-1999**Software Manager / Analyst Designer / Senior Software Engineer**

- Leading multiple large teams, responsible for Personnel Administration & Transportation Module
- Preparation of Software Requirement Documents (SRS) & Software Design Documents (SDD)
- Project Timeline, Development, Deliverables, Customer Management, Training and Implementation

ARAMCO (Arabian American Oil Company) 1998-1999**Senior System Analyst/ Software Engineer**

- Preparation of Software Requirement Documents (SRS) & Software Design Documents (SDD)
- Responsible for Project Timeline, Coding, Deliverables, Training and Implementation

Deutsche Morgan Grenfell (DMG), Deutsche Bank 1997-1997**Role: Software Engineer and Team Lead**

- Worked as software developer with a team of 4 developers

Domain Knowledge

Extensive domain knowledge in the Cloud Computing, Hosted Business Email, Cloud Apps, Openstack, OpenStack Identity("Keystone"), LDAP, Food Services industry, Retail Market, Healthcare (LongTermCare & AcuteCare), Human Resources (Recruiting/Personnel/Payroll) & Personal Banking

Education Details:**The University of Texas at Austin**

- Executive Leadership, General Management & Leadership Program 2011 - 2012

Jamia Millia University, New Delhi, India

- Post Graduation in Computer Application, 1993 – 1996

University of Kashmir, J&K, India

- Bachelor of Science (Mathematics), 1989 - 1993