

Basharat Wani

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Passionate software engineering leader with 17 years of software development experience, building customer focused products and services (fast), fostering a culture of engineering excellence, investing, empowering, building psychological safety net, and scaling software engineering teams driven by a growth mindset and innovation to achieve collective success. As a lifelong student, I have gained valuable insights from my own mistakes, including my experiences as a failed entrepreneur on two occasions. These learnings and experiences have helped me develop a resilient mindset and taught me to apply my learnings to my work.

Microsoft Inc., May 2020

Principal Engineering Manager

Listening, learning, innovating, designing, and building software services with focus on customers for automating Microsoft's corporate network infrastructure using Azure Stack

- Developed and implemented a 4-Point-Go-Forward Strategy, gaining leadership buy-in.
- Started as individual contributor with a startup mindset, built and led the hiring efforts for six software engineering teams across multiple geographies, ramping up to 30+ software engineers in just 18 months.
- Initiated, designed, built, and successfully rolled out of a unified Device Lifecycle Management service for our network resources, integrating it with one deployment pipeline. As a result, we reduced core artifacts generation time from 4.5 hours to under 5 minutes, saving approximately 10K recurring engineering hours per year.
- Initiated, led, designed, and built a Network Device Code Upgrade Service, which saved approximately 7,000 recurring engineering hours per year. Currently, 60% of our devices are covered by this service, and continue to onboard the remaining devices.
- Led, partnered, designed, & built Microsoft Labs Asset Decommissioning Service, and integrated with Azure Circular Economy program. Saves Microsoft approximately \$12 million per year in new hardware spending and reduces carbon emissions by 119 MTCO2e by avoiding new hardware.
- Initiated, led, wrote, partnered, iterated, and successfully published multiple 4-pagers PR-FAQ and Infrastructure as a Service strategy business document.
- Partnered with key stakeholders to drive an AI/ML transformational journey and roadmap across a team of 1200 people organization.
- Coached and mentored engineers, senior engineers, technical program managers, product managers, software managers and 30+ folks in Microsoft mentoring rings to help identify their next career steps and capstone work, which expedited their growth and promotions. In the past three years, I promoted all individuals in my organization.
- Invested in building and nurturing a culture of continuous learning and psychological safety in the workplace, with core focus on diversity and inclusion.
- Continuously raised the bar and drove the culture of engineering and operational excellence across the organization. I put a product portfolio in place, replacing the fragmented structure of 30+ services, applications, and systems that I inherited. Migrated the portfolio to Azure PaaS, implementing CI/CD processes and publishing operation metrics for all.
- Had fair share of failures, including struggles with balancing innovation and engineering excellence, and finding the right balance between feature releases and reliability.
- Utilization of the Azure Cloud Technology Stack, along with the integration of Microsoft Coherent Design, API Gateway, Serverless, App Service, Azure SQL, Cosmos DB, Blob Storage, Azure Storage etc. empowered us to build resilient and high-performing services and systems.

AWS (Amazon Inc.), Sept 2017– May 2020

Senior Engineering Leader

Listening, learning, helping, and building AWS cloud at Amazon. Our team within AWS Infra strives to deliver an ecosystem that efficiently delivers customer promise around infinite cloud resources on-demand in an optimal way using AWS Technology Stack.

- Defined the vision, strategy, business and technical roadmaps, and visibility cadence for the organization, working collaboratively across domains and with customers. I iterated and published a three-year roadmap for my organization, ensuring alignment and clear communication of our goals and priorities.
- Drove the common consistent customer intake model for my organization, bi-weekly customer's reviews, monthly customer engagements and early access feedback loop. Successfully rolled out across the organization of this model.
- Initiated, led, designed, built, and rolled out a Unified One-Click Datacenter Resources Allocation Service that simplified the work of the data center operations team, eliminated multiple legacy systems, and improved allocation accuracy from 23% in legacy systems to 64% in the new allocation engine. This tool is now in use in all AWS data centers globally and was created out of a customer-centric approach to simplifying operations.
- Initiated, partnered, led, designed, and built an AWS Data Center business relationship hierarchy location service for all AWS Data Center equipment's across the globe. This service serves as the only source of truth for equipment data in AWS, allowing for greater accuracy and efficiency in tracking and managing data center equipment.
- Successfully led multiple deep dive sessions to identify the root causes and recurring bottlenecks behind the high-ticket count for the portfolio I owned. Invested in both short-term and long-term solutions, resulting in a significant decrease in ticket count from an average of 120 tickets to just 25 tickets per week. Additionally, wrote multiple Root Cause Analysis reports independently, trained SDEs on the process, and shared my learnings across the organization. As a result, was recognized as a flag bearer of the "Customer Obsession" leadership principle within AWS Infra org.
- Evangelize, led, and drove continuous integration and deployment model across the organization, moved fifty-four code pipelines to continuous deployment model out of total 71 with a focus on high ROI. Prior to my involvement, there were no CD pipelines in place for my org.
- Coached and mentored engineers, senior engineers, technical program managers, software managers to their next career path journey. Drove career development practices within the organization, linking career growth with business initiatives and cap stonework.
- Also have a fair share of failures, learned valuable lessons on the importance of deep instrumentation\telemetry, performance benchmarks in beta environments, backward compatibility, and cross-business dependencies etc.

Ascensus Inc., July – 2015 – August 2017

VP Software Engineering

Leading, learning, building, and helping our software engineering teams and the business, in this role my focus was on

- Evangelize, led, build, collaborated and executed successfully around the vision of "Build and Deploy to production in hours" in the software engineering org.
- Led, evangelize and helped build the "Culture of Engineering Excellence" in the org, culture of blameless root cause analysis, fail early fail fast, scalability, monitoring, logging, analytics, metrics, security, HA, refactoring, basic SRE concepts, PaaS, IaaS, blue green deploys, agility and enhancing operational efficiency with focus on code ownership and automation.
- Enhanced and build software engineering practices around writing clean code, unit tests, code coverage, CI/CD pipeline, code ownership, load and performance testing, iterative MVP model, refactoring, decoupling monolithic codebase, micro-services architecture, investment in technical and infrastructure debt, DEV\QE\Staging environments, immutable infrastructure, and cloud enablement.
- Helped and coached the engineering organization to scale from 30 software releases per year to 460 releases per year (in last 18 months).

- Hired amazing software engineering talent, folks smarter than us. Focused on building and delivering products & services and at the same time having fun. Hired 37+ software engineers in 18 months.
- Built a culture of continuous learning\coaching, building safety nets for the engineers, sustaining healthy teams and scaling their capabilities.
- Coaching and mentoring teams, at the same time, learning from them, with a focus on their career path and their growth.

ZeniMax Online Studios LLC, Oct- 2013 – June 2015

Director Software Engineering (Cloud Platform)

Led, learned and built outstanding teams of software engineers who build and deliver amazing products & services. Responsible for all the software development work for the Cloud Platform. Here is what I did every day at this start-up:

- Product Development – building & releasing software using new CI\CD model (release early & release often). Successfully build & launched SaaS based Cloud Platform (release date-April 2013), running at a massive scale across geographies (<https://account.elderscrollsonline.com>).
- Building and sustaining healthy teams and scaling their capabilities
- Helping build Culture of Engineering Excellence- Scalability, Performance, HA, Monitoring, Logging, DevOps., 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.

Rackspace Inc. (the Open Cloud Company), 2009 - 2013

Director Software Development (Cloud Apps.)

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

- Cloud Apps. the business unit has annual revenue of over \$70M (2013 numbers).
- Reporting to the SVP and managing annual expenses of \$7.5M.
- Led, managed, and shipped 8 large new product releases in 20 months, Cloud Apps. The platform is running at a massive scale across multiple geographies 24x7 (<https://cp.rackspace.com/> <http://apps.rackspace.com>).
- Led 100+ awesome software engineers.
- Every decision I've faced directly impacts our customer experience, our P&L materially and impacts our employees and company over many years to come. These are high impacts 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
- Continue to lead and manage rapid business growth through exciting technical and business initiatives, while relentlessly striving to maintain the company's unique entrepreneurial culture.
- 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.

The CBORD Group Inc. 2002- 2009

Advisory Software Engineer / Sr. Technical Leader

- Contributor across the software development org for building highly scalable, enterprise software solution for Menu Planning and Publishing suite.