

# Amir Ehsandar

*Software Engineering Manager*

## Contact

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## Professional Summary

Backend Software Engineer with 7+ years of experience delivering reliable systems rapidly in fast-paced environments. Specializes in Go and Python (Django), with a proven track record of shipping minimal, high-value features and iteratively improving them based on real-world feedback. Adept at down-scoping, prioritization, and enabling teams to focus on speed without sacrificing stability. Experienced in distributed system architecture, cloud-native tooling, and observability best practices. Brings hands-on mentorship, cross-team collaboration, and a relentless drive to get working software into users' hands quickly.

## Technical Skills

- **Languages:** Go, Python, JavaScript, C++
- **Frameworks & Architecture:** Django, gRPC, REST, Microservices, Event-driven Systems, Domain-Driven Design
- **Cloud/Containerization:** Kubernetes, Docker, Helm, ArgoCD
- **Data & Messaging:** PostgreSQL, MongoDB, Redis, RabbitMQ, Kafka, AWS S3
- **Testing & Tooling:** sqlc, mockery, golangci-lint, pytest, coverage analysis
- **CI/CD & Automation:** GitHub Actions, Gitlab CI, Terraform
- **Observability:** Prometheus, Grafana, OpenTelemetry
- **Collaboration:** Agile, Scrum, Kanban, API-first development

## Key Soft Skills

- **Delivery Focused:** Strong bias toward shipping value early—skilled at breaking down complex initiatives into minimal, high-impact deliverables, ensuring steady progress and frequent releases.
- **Down-scoping & Prioritization:** Expert at scoping features, identifying must-haves versus nice-to-haves, and rallying teams to prioritize the simplest solutions for maximum speed.
- **Collaboration:** Drives effective cross-functional teamwork with product, ops, and data science, rapidly aligning on what's essential for delivery and iteratively refining based on stakeholder feedback.

- **Mentorship:** Onboarded and mentored 10+ engineers, sharing strategies for balancing quality with rapid iteration and empowering others to embrace MVP thinking.
  - **Communication:** Clearly articulates trade-offs, dependencies, and implementation plans to teams and stakeholders—facilitating consensus on what to launch now versus later.
  - **Adaptability:** Thrives in dynamic, evolving environments; pivots quickly when requirements change and proactively scopes new, reduced solutions to keep momentum.
  - **Problem-Solving:** Delivers pragmatic, data-informed decisions; skilled at identifying the shortest path to a solution and optimizing systems without compromising stability.
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## Work Experience

### Divar - Classified Ads, Tehran, Iran

*Senior Software Engineer | Oct 2019 – Present*

**Iran's leading classifieds platform** (40M+ MAU, 1M+ ads a day)

**Innovation Platform Team** (Go, gRPC, Postgres, Microfrontends, GenAI)

- Designed and architected secure authentication & authorization microservices; pioneered dynamic policy enforcement with OPA.
- Built and deployed Divar extensions using a microfrontend architecture, enabling scalable user-facing features and smooth 3rd-party integrations.
- Developed the company's OAuth provider with ORY Hydra and created a frontend app for user consent and access management.
- Launched an external API portal to enable strategic partnerships and integrate partner feedback.
- Promoted API-first culture by organizing internal hackathons and technical workshops.
- Instrumented distributed tracing with OpenTelemetry, cutting incident triage time by 40%.
- Developed and deployed an AI-powered support assistant using ChatGPT and Retrieval-Augmented Generation (RAG) to resolve technical and product tickets, reducing tickets requiring human intervention by 80%.
- Migrated change event streaming from RabbitMQ to Apache Kafka, enabling more reliable real-time rebuilds, enhancing overall system stability, and simplifying downstream analytics and monitoring integrations.

**Monolith-to-Microservices Migration** (Go, Python, Postgres)

- Led decomposition of a legacy Django monolith into three high-availability, domain-driven Go microservices, enabling independent deploys and scaling.
- Established CI/CD pipelines with GitHub Actions & Kubernetes, accelerating deployment velocity by 3x, and shortening release feedback cycles.
- Authored best-practices documentation and delivered brown bag sessions on distributed architecture and microservice patterns.

- Implemented rigorous automated testing frameworks, improving code quality and reducing post-release bugs by 25%.

### **Reliability & Observability Task Force**

- Integrated and maintained comprehensive monitoring dashboards (Prometheus, Grafana), enhancing SLO visualization for leadership and engineering.
- Authored post-incident review processes, instilling a blameless, learning-focused culture.
- Automated on-call alerting and escalation policies, cutting false positives by 70%.
- Facilitated cross-team SRE workshops to promote operational excellence.

### **Submit Team (Python, Redis, RabbitMQ)**

- Reengineered event ingestion pipelines (RabbitMQ + Redis Streams), yielding a 5x throughput increase with zero data loss and seamless failover.
- Developed real-time service uptime monitoring and automated self-healing routines, raising core system availability.
- Mentored junior engineers with structured onboarding, technical deep-dives, and hands-on pair programming.
- Participated in project scoping, risk assessment, and sprint planning with Product and Engineering Managers.

### **Ad Review Automation Team (Go, RabbitMQ, MongoDB)**

- Designed and rolled out scalable ML-moderation pipelines. Partnered with Data Scientists on feature engineering and A/B tested model releases.
- Instituted shadow deployment workflows for safe production experimentation with new ranking algorithms.
- Automated daily analytics reporting, saving analysts 15+ hours/week of manual work.
- Contributed to the design of a real-time content review feedback loop, improving model accuracy and response times.

### **Additional Projects & Impact**

- Drove user privacy/security initiatives to comply with regulations.
- Collaborated with cross-functional teams (Design, Product, QA) to launch new verticals and platform features.
- Recognized with Engineering Excellence peer award for leadership during a few critical production incidents.

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## **Arkan Ara - Medical Equipment, Tehran, Iran**

*Embedded Software Engineer | Jul 2017 – Oct 2018*

- Engineered high-reliability embedded firmware for diagnostic printer devices, reducing field error rates by 30%.
- Developed a responsive ECG hardware configuration interface (Qt/C++), leveraging signals and slots for optimal UX.
- Led documentation and standardization of firmware communication protocols; onboarded and guided two junior C++ developers through mentorship and code

reviews.

- Coordinated with hardware engineers in prototype development, device calibration, and regulatory compliance testing.
- Implemented unit test suites and automated build scripts, shortening QA cycles and improving product stability.

## Education

### Iran University of Science and Technology (IUST)

*B.Sc. in Computer Engineering (2016–2021) · 15.4/20 GPA*

- Relevant Coursework: Data Structures, Algorithms, Operating Systems, Computer Networks, Software Engineering, Database Systems
- Mentor and guest lecturer: Advanced Programming (Python, Spring 2019 & 2020)
- Led student coding clubs and competitive programming workshops

## Community & Open Source Activities

### **kvstore - Type-Safe Redis Code Generation Tool (*Creator*)**

Open-source type-safe Redis code generation tool leveraging Protobuf for maintainable, human-readable key/value storage. Prioritized developer experience with forward/backward compatibility and zero-downtime migrations.

[github.com/ehsundar/kvstore](https://github.com/ehsundar/kvstore)

### **Memos - Knowledge Platform (*Contributor*)**

Contributed code, bug fixes, and code reviews for the Memos project. Collaborated with international maintainers to improve feature quality, stability, and user experience.

[github.com/usememos/memos](https://github.com/usememos/memos)

### **Baldosa - 2D Tile-Based Advertising Platform (*Maintainer*)**

Contributed to the backend infrastructure for a 2D-tile advertising marketplace, enabling users to reserve tiles and place bids. Aggregated tiles for zoom-out visualization and optimized CDN usage for scalable, fast content delivery.

[github.com/loreanvictor/baldosa](https://github.com/loreanvictor/baldosa)