FARHAN SARESHWALA

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SUMMARY

Software engineering manager with staff engineer level backend experience, 8+ years of technical experience, and 2+ years of management experience. Experienced in building inclusive and collaborative teams with growth mindsets, while quantifying results around that growth. Expertise in agile methodologies, growing cross-functional teams, and bridging gaps in communication.

I approach managing my teams with three main priorities:

- Working with product management to ensure the team is taking on the most impactful work possible

- Guiding the team to stay on track to complete and communicate updates on committed projects

- Developing the skills of team members, with a focus on communication and operational excellence

EXPERIENCE

Software Engineering Manager, Project Philo   Doma
December 2022 - April 2023   Remote/San Francisco, CA

Managed engineering effort on internal title production assistant. Conducted weekly 1:1s with direct reports, took part in pricing discussions, estimated headcount needed to grow, and managed roadmap.

- Led seven engineers over three teams, collaborating with technical leads and product managers of each team to maintain roadmap and timelines:

  - Building customer-requested features, e.g. email client plugin and proxy to data science components.

  - Splitting application code into generic and customer-specific modules, with support for configuring client-specific cloud storage and document/email ingestion.

  - Migrating Kubernetes, Terraform, and Docker configurations, along with cloud infrastructure and code history to remove Doma-specific intellectual property.

- Added cross-team collaboration processes to reduce friction in cross-track dependencies, including introducing weekly track-leads syncups and track-specific Slack channels.

- Collaborated with VP of Engineering and CTO to create and present demo materials for potential investors and customers, focusing on customer impact and return on investment.

Software Engineering Manager, Task Automation   Doma
March 2020 - December 2022   Remote/San Francisco, CA

After transitioning to engineering manager, I managed five engineers on the Task Automation team, focusing on roadmap completion and management, career development, and operational excellence.

- Managed team building products in Python and Django around automating title production features in conjunction with data science team, resulting in reduction of 20% of time-to-close needed by associates.

- Identified areas of improvement on team and made process improvements around project estimation, collaboration, and other team-specific cultural aspects:

  - Introduced and documented responsibilities of epic lead role when taking on new projects, giving engineers more ways to express ownership and become more involved in the planning process.

- Implemented sprint process changes (e.g. formulaic sprint capacity estimation) that increased average sprint commitment to completion ratio by 24% and sprint velocity by 15%.

- Added horizontal/peer-to-peer feedback channels, developer syncup time, and recurring social time.

- Refined team backlog (scrum) on a weekly basis with feedback/input from product manager and stakeholders to keep team on track to meet deadlines established in quarterly roadmap.

- Conducted biannual performance evaluations for my team going over technical skills and communication; discussed evaluations, promotions, and expected hiring with engineering leadership.

- Guided team through role reductions in team and department, addressing concerns around morale, financial, and roadmap implications. In personal time, supported former colleagues in job search with resume reviews, interview guidance, and networking.

Senior Software Engineer   Birst, an Infor Company
May 2019 - March 2020   San Francisco, CA

Worked on Business Intelligence Engine team, improving internal SQL-based query language and data processing engine in Java with MongoDB, along with library code responsible for data encryption and authentication.

- Added secure credential encryption to core product, including adding REST APIs to support external applications and migration path for existing customers. Followed software development life cycle, including integrating, testing, and externally documenting these updates with core product features.

- Found and fixed bugs in lexing and parsing affecting customer scripts using internal query language.

- Supported customers by resolving multiple support calls, working with internal support escalation team.

Senior Software Developer   AVEVA, FKA OSIsoft
August 2015 - May 2019   San Leandro, CA

Worked on Core Libraries team on internal libraries written in C++ and C# supporting networking, data structures, and APIs directly used by three other teams within the company.

- Led effort to migrate from Microsoft Team Foundation Server (SVN-based) to Azure Repos (Git-based), educating and aligning team on branch strategies and release patterns.

- Redesigned build, release, and test infrastructure in Azure DevOps, replacing soon-to-be deprecated infrastructure; created documentation for other teams making this migration later in the year.

- Designed, implemented, tested, and maintained internal library distribution via NuGet packages used by upstream, internal teams within the company.

- Acted as technical and social leader to interns and new hires by guiding them through complex sections of the codebase and teaching best practices, modern coding standards, and test driven development.

- Added and tested Transport Layer Security using certificate-based authentication, replacing previously insecure authentication protocol. Acted as subject matter expert during security audit of new protocol.

EDUCATION

University of California, Davis   September 2011 - June 2015
B.S. in Computer Science
B.A. in Psychology