Gurusubramaniam Sundararaman

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Software Engineering Leader

Software engineering and development leader with expertise in managing cross-functional teams to design and deliver world-class, scalable, and customizable full-stack applications and platforms. Leverage career experience (hands-on software engineer to senior engineering manager) to solve complex problems, create motivated teams, and develop products that add value on a global scale.

- Hire, mentor, and lead globally distributed high-performing teams while achieving operational excellence within both large matrixed Fortune 500 organizations and start-up-like settings.
- Authoritative knowledge and significant leadership in establishing complex systems strategies, developing system concepts, and establishing information systems while maintaining financial budgets.
- Received multiple awards for on-time and built to specifications products in distributed systems.

Software Development| Agile software development | Product Management | Project management | Problem-solving | Scrum Master | Diversity and inclusion | Change Management | Strategic Thinking| Stakeholder Relationships | Technology Strategy | Cross-functional partnerships | Productivity | Technical Roadmap | Leader Development | User Experience

Technical Skills

React.js | Next.js | Node.js | Typescript | JavaScript | Redux | HTML | CSS | GraphQL | API | LESS | Webpack | Cypress | CI, CD | Python (Beginner) | Java (Managed) | .NET (Managed) | AWS | JIRA | Agile | UX/UI

Professional Experience

Hyphen - Remote, CA
Senior Software Engineering Manager (Consultant), 05/2023 - Current
Team – Community Health Program Management (.NET Web Frontend, Kotlin interface layers, Dev ops engineering)
- Spearheading the development of best-of-class SaaS applications, implementing large-scale distributed systems.
- 60% reduction in release cycles and a 40% decrease in time-to-market for new features through automated testing and deployment processes (CI/CD workflow).
- Implement best practices for incident, change, and problem management, for efficient alerting and monitoring.
- Provide coaching and career planning to team members, fostering a growth-oriented and trusting environment.
- Facilitate collaboration between Hyphen Healthcare and CHPM through communication and organizational skills.
- Serve as a role model, exemplifying effective leadership for aspiring engineering leaders.

PayPal – San Jose, CA
Software Engineering Manager - Level 2, 04/2018 - 05/2023
Team - Regulatory Change Management (Web Frontend, iOS, Android, Java Backend, QA)
- Manage a team of high-performing software engineers in planning and executing test-driven development projects in cross-functional collaboration with product, UX, and business stakeholders.
- Earned YoY revenue of $40 million for global product launch of 1099-K to collect SSN for compliance with new IRS law.
- Reduced integration support by 50% and improved user conversion rate by 10% by consolidating product workflows.
- Managed account balance provisioning (PayPal Balance) project to access money during checkout and P2P transactions.
- Achieved cost avoidance of $25M user lawsuit through consistent CFPB disclosure and fee experience product flow.

- Demonstrated essential product, project, and people management skills Scrum Moderator, UX, Analytics, and full-stack integration for global product decisions and design reviews.

Team - Shopping (Web Front end, iOS, Android, Java Backend, QA)
- Built, led, hired, and managed a high-performance team of software engineers.
- Launched the Shopping Platform to 450M customers with technical leadership in React, LESS, Redux, Node.js, and Graphql.
- 70% increase in users (50M new users) and $100mn cost savings in PayPal-Honey integration.
- 2,000 new validated offers and 1.5% coupon usage increase from Honey to new coupon redemption checkout experience.
- Innovation through new cashback points program redeemable through PayPal balance or gift cards.
- Reduced engineering time by 25% by integrating testing into the software development and delivery process.
- Reduced costs by 20% and increased hiring velocity by 40% through strategic vendor partnerships.

Team - Onboarding (Web Front end, Backend, QA)
- Championed the simultaneous launch of PayPal consumer onboarding (web) in 250 countries with 6 different onboarding workflows in a single year.
- Optimized coding assets from 1.2 MB to 600 kb (~67kb zip) for reusable, consistent, and modular code.
- Designed and embedded interaction analytics to parse and transform raw interaction data into structured data.
- 337K Net New Active Accounts Annualized.
- Introduced additional 10 product offerings to the Unified Onboarding platform.
- 20% increase in accessibility score.
- 15% decrease in Consumer Perceived latency.
- 75% Development time reduction.

Member of Technical Staff - 1, **07/2016 - 04/2018**
Team - Onboarding (Web Front end, JavaScript Backend REST API)
- Excelled as a mentor, lead, and key contributor in a 6-member team.
- Increased user conversion rate and developer productivity by pitching and implementing onboarding workflow unification.
- Easy-to-configure server-driven UI. Implemented server-driven UI (using GraphQL back-end) to reduce overall time to market and empower constituent apps to run different experiments in different views and functionality at the same time
- Use config approach to send Analytics data to our backend to measure user behaviors and experimentation performance.

Software Engineer III, 03/2014 - 07/2016
Team - Consumer and Partner Onboarding (Web Front end, Java Backend REST API)
- Modernized frontend stack using emerging technologies (React, Redux, and SASS).
- Built onboarding flows in Node.js from Java.
- Engaged with Consumer and Partner onboarding as a full stack JavaScript engineer.
- Increased user conversion and activation by adding a card, bank, and credit flow to onboarding.
- Enable Partner onboarding to support multi-tenant clients to onboard their customer base to PayPal consumer accounts.
- Provided easy integration of APIs for quick and easy one-click onboarding of consumer accounts for our tenants

Earlier Career History

User Interface Engineer II - **PayPal** 11/2011 - 03/2014 | Sr Software Engineer **- CSC Chennai, India** 10/2006 - 10/2011

Education

Master of Computer Science Applications (MCA), Anna University (06/2003 - 06/2006)
Bachelor of Computer Applications (BCA), University of Madras (06/2000 - 06/2003)