**About yourself**

**I have been working** in the industry for last **11 ½** year with variety of technologies and domains.

* In last 6 years in Barclays, I got opportunity to work with different sets of business areas like **corporates**, **wealth, Digital Colleague platforms** and now **credit card** domain.

**My strength is** delivering robust, efficient E2E API services, Preparing Tech designs, interacting with various stack-holders.

My focus is to provide ~~not just a solution but~~ an optimistic solutions, the solution that works efficiently on production environment. The solution has right sets of **logging mechanism**, **matrixes**, **Distributed Tracing** and **health-checks** in place for troubleshooting. The solution that adds right sets of values to Barclays

* **Currently** – Tech lead for NGCB program, working from PPE side of it.
  + - Owning E2E delivery of PPE-Authorization module
    - PPE Authorization takes care of account verifications during credit card transactions. Basically, It confirms whether the customer has sufficient funds to cover the cost of the transaction or not
    - Supports different type of credit card Txns like **Purchase**, **Cash withdrawal**, **Reversals**, **Refunds**, **Originator credits**, **AFDs**, **Incremental Auths**, Balance Inquires
    - Earmarking of amounts, OTB calculations, Cash limits calculations, Auto purging of txns, **stip** process with CAMS
    - PPE-Authorization is a **time critical** (**real-time**) service

It has to be **performance efficient;** we are able to achieve **75 TPS** and 95 %tile of most of the service’s response time is around 12 ms

* + - Last year, when I joined this program, I was 7th or 8th member of the team and then the team is grown rapidly from there Now we are around 120, I believe.
    - Last year, when I started both 🡪 the domain and technologies were exiting and new for me. (worked with aPaaS like cloud service but AWS was new).
    - I stared learning with how credit card processor works. Along with so many AWS services to understand and to be played with. Just to give few names dynamodb, lambda, kinesis, API Gateway, IAM, cloudwatch, cloud formation, SSM parameter stores, EC2, ECS. Also from **credit card processers** perspective, data-elements and MTIs associated with authorization
    - Did lot of POCs and I was involved in many technical decision making exercises like which database suits more dynamodb v/s PostgreSQL or in kinesis and lambda exception handling should we go with SNS or SQS
    - Got a very good learning opportunity. Every day, on an average had to study for an hour or two
    - I have designed data modal using dynamodb that suits Authorization needs
    - **worked with CAMS team, BA team, Devops, CSO, CTO team, prepared OAS document for authorization services and got it reviewed by CSO team**
    - Participated in many brainstorming sessions between us and CAMS
    - Prepared API contract between CAMS and PPE (Txn method, Txn Reason code, Merchant details, Txn removal dates etc.)
    - **Along with that I was also part of technical interview process. Many days, I had taken 2 interviews in a day.**
    - In short, this program has given me short of exposure to stretch and get best out of myself.
* Previously – worked as Tech lead for Digital Colleague team, Barclays Now

Where I was the core member of the tech team. We had to manage multiple projects from design, development, production releases, production support perspective

Part of discussions with CTO, CSO, RTB, Devops teams for multiple approvals and decision making

* + - Tech design for **Homepage revamp**
    - First ever micro-service Marketplace
    - E2E exposures.
    - Team

**Challenges**

SAR

Situation 🡪 we are just starting, we did not have full-fledged team to start with. I was getting 1 or 2 developer every month. My challenge was to provide them right set of knowledge transition and make them upto the speed as early as possible. And each developer should be able to meet coding standards, they able to understand domain . COVID had added upon the challenges. Everything is remote nowadays, so making sure everyone is comfortable with each other and there are not conflict within team

Action 🡪 initially I was involved in designs and developments, prepared wiki pages on confluence for workspace setup, KT plans, had regular virtual coffee breaks to build repo within team so that team members feel comfortable reaching each other’s and also know them better. Held regular 1:2:1s as well to understand challenges at their side. Almost 2 interviews a day

Result: as a result, we could deliver authorization service with all right set of expectations before time. With 0 veracode issues, 0 sonar issues, 85% code coverage, no pending defects.

What is your expectation/why are you looking for this role

I have been working for almost 11 ½ years in backend technologies side,

**Can you tell me blah blah blah??**

I could not think of any example right now

**What you know in other areas??**

Vast program

Mandate given to us to focus on individual bits. We would be in better shape. Focus preciously. Having said that open to work in new area say posting etc.

**What leadership style you follow?**

In my 4 years of experience in a leadership role, I have learned that working in a team takes effort and understanding.

This is why I avoid micromanaging and follow the Democratic style of leadership.

So we had several meetings where all of us brainstormed ideas and some of my juniors ended up giving some great ideas.

It also made everyone in the team feel involved and brought about a sense of ownership, which led to the campaign being a huge success.

**3. In your opinion, what are the top 3 qualities a team leader must possess?**

* Patience
* Decision maker
* Accountability

## 5. What do you do when your team does not agree with your ideas?

When working with a team, it is all about teamwork, and that includes making decisions together too.

If my team does not agree with my ideas, I ask them to point out the problems.

Once the shortcomings are identified, I try to suggest alternatives wherever possible.

If the team agrees with the idea, then we execute it.

But if that does not happen, then we continue brainstorming until we find the one that best meets our needs.

## 9. How would you describe yourself as a team leader?

I try my best to become a team leader who knows how to establish authority without exuding fear or pressure, and it has worked for me so far.

My team members and I share a close bond that helps us get work done together.

Barclays Values

RISES

Respect 🡪 We harness the power of diversity and inclusion in our business, trust those we work with, and value everyone’s contribution

Nominate teammates for awards when I get opportunity

Thanks notes through recognition tool when I found someone has demonstrated Barclays values

Integrity 🡪 We operate with honesty, transparency and fairness in all we do

Service 🡪 We act with empathy and humility, putting the people and businesses we serve at the centre of what we do

Robust service development

Excellence 🡪 We champion innovation, and use our energy, expertise and resources to make a positive difference

Robust and efficient service development

Stewardship 🡪 we are passionate about leaving things better than we found them

Clean code practices, loggers & tracing

Stories

1. Fresher 🡪 customer engineering team 🡪 sends email to clients without keeping manager and lead in loop.
2. Taking time to fix, fixing in other modules than I was responsible
3. Appreciation received, joined project and solved complex query
4. Created a tool for internal engineer colleagues for storing and retrieving designs while working on dealer system – stellar
5. Admin functionality (Multiple teams were requesting) all pressure running list
6. Last moment change, iPortal, convinced to deploy next week. CR raised and all approval received.
7. Found an issue in ITRequest system (security related issue) get them to fix it
8. Dev huddle within wealth
9. New desktop backend design
10. First micro-service and deployed on aPaaS
11. Production releases on us
12. Authorization – new team building