

Harishankar Kumar

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EDUCATION

- **Thapar Institute of Engineering & Technology**

Bachelor of Technology - BTech; 8.72 CGPA

Patiala, Punjab

2020 – 2024

EXPERIENCE

- **AltHire AI**

Remote

Technical Lead - Althire AI: An End to End AI Interviewer - [Landing Page](#)

July 2024 - Present

- **Leadership & Delivery Acceleration:** Leading a team of 4 engineers through rapid product iterations. Shipping code 3x faster by introducing daily stand-ups, Trello-based task updates, weekly 1-1s for employee connect, enabling on-time releases for multi-million dollar clients and increasing client satisfaction by 5x.
- **Ownership of Projects:** Owning end-to-end delivery of key projects including organizational dashboards and interview consoles, driving requirement fulfillment within one week and securing new contracts.
- **Stakeholder Engagement:** Creating technical roadmaps to align cross-functional teams and stakeholders through transparent communication, ensuring realistic timelines and consistent on-schedule delivery.

Founding Engineer

- **Fullstack Engineer:** Built end-to-end platform (Next.js/FastAPI) with real-time coding/whiteboard collaboration, recruiter dashboards (auth, analytics, candidate tracking), and a candidate practice portal. Shipped 15+ core features including proctoring and report generation.
- **Core AI Interview System:** Built real-time WebRTC pipelines using LiveKit, reducing human-AI conversation latency by 70% (to <2s), Scaled while using multiple LLMs (GPT-4o, Claude, Gemini, etc.)
- **Research & Open Source:** Co-authored 3 industry papers on LLM-based systems ([InterviewQA](#), [Skill Extraction](#), [Bias Analysis](#)) and developed libraries [moorellm](#) & [frace](#) powering interview flow and LLMs reliability.
- **Infrastructure & DevOps:** Set up dev/prod environments, deployed Kubernetes clusters with ArgoCD, and optimized scaling to reduce Infrastructure costs by 60%.

- **Intent AI Search & Discovery**

Remote

Founding Engineer - AI Search: Crafting Human-Centric Search

Oct 2023 - June 2024

- **Fullstack Engineer:** Developed ReactJS frontend with 30+ REST API endpoints using FastAPI
- **Search Optimization:** Implemented AI techniques like vector embeddings and researched NLP methods to optimize search results, Improved NDCG score by 15%
- **Generative AI:** Developed GenAI pipelines and used GPT's to power search results and core components, Improving results by 40%, Developed search result summarizers, query to filters generator, and more
- **DevOps and Deployment:** Maintained dev/prod environments and dockerized 8+ microservices with scripts for one-click deployments
- **Logging and Telemetry:** Used Signoz and OpenTelemetry to monitor and log thousands of requests per day from 400+ functions, Generating insights and improving performance

OPEN SOURCE AND VOLUNTEERING

- **Google Summer of Code**

Remote

Contributed to ScummVM under GSoC'23 - [Project link](#)

May 2023 - Sept 2023

- **Audio Mixers and Graphics:** Added support for new audio formats and improved frame rendering algorithms including optimizations and pixel-by-pixel drawing
- **BuildBot (CI/CD):** Fixed deployment warnings, memory leaks and added support for screenshot matching between subsequent builds
- **Compiler Optimization:** Fixed bugs in compilers and adding edge cases in code, Compiling Lingo to C++ using Yacc Parser
- **Debugging:** Using tools like GDB and ASAN to debug and fix memory leak, segmentation faults and debugging any bugs in code

PROJECTS

- **MeraAadhar**: An application where user can book operators for **doorstep Aadhar updation**. Winner of Smart India Hackathon 2022 (Team SHARK), **awarded 1 lakh rupees**. (Flutter, Django, FastAPI) [Link \(Linkedin Post\)](#)
- **WaterInator**: IoT to **upload water purity parameters to blockchain** for automatic inspection, web dashboard for analysis. Unesco-India-Africa Hackathon Finalist, offline hack with 22 African countries. (Solidity, NodeJS Backend)
- **NovelNation**: A **novels reader and management application**, it includes offline reading, different font/styles settings and library of reads with progress (Android Native, Java) [Link \(GitHub\)](#)

HONORS AND ACHIEVEMENTS

- **HackTU 2023 Winner**: Collaboration of Societies, Awarded 20k rupees for developing Finfy financial training app
- **Smart India Hackathon 2022 Winner**: Won 1 lakh rupees for doorstep updation Aadhar app, Largest govt hack
- **Maketahon 3077 (2021) Winner**: Largest intra-university hack, hosted by Microsoft Learn Student Chapter Society
- **Hackclipse 2021 Winner**: Created Pustika, book reselling platform that is my first university hackathon experience

MISCELLANEOUS

- **Content Analysis of Twitter conversations associated with Turkey-Syria Earthquakes**
Published a research paper at ICDAM 2023 by analyzing over 1,000,000 tweets on Turkey-Syria earthquakes
- **Data Structures and Algorithm**
Solved more than 400+ questions on various platforms, profiles: [leetcode](#), [codingame](#), [codeforces](#)