

Harishankar Kumar

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EDUCATION

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- **Thapar Institute of Engineering & Technology** Patiala, Punjab
Bachelor of Technology - BTech; 8.72 CGPA 2020 – 2024

EXPERIENCE

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- **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 - [Landing Page](#) 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

PROJECTS

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- **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 \(Linkedin Post\)](#)
 - **Many More YT Extender:** Chrome extension that integrates anime/movies from external sites into the YouTube interface through javascript injection, automatically blocks advertisements! (Javascript, DiscordJS) [Link \(Github\)](#)
 - **Decentralized Survey App (DeSu):** Revolutionizes survey-taking by staking, **incentivizing participants**, and ensuring anonymity when giving surveys through blockchain technology. (Motoko, NodeJS) [Link \(Devpost\)](#)
 - **RaspMyBerry:** Raspberry Pi **moderation and status bot**, It supported temperature monitoring, game servers management and reverse tunneling/port forwarding. (Javascript, DiscordJS) [Link \(Github\)](#)

HONORS AND ACHIEVEMENTS

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- **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
 - **Hacklipse 2021 Winner:** Created Pustika, book reselling platform that is my first university hackathon experience