

# HARSHAD KADAM

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## PROFESSIONAL SUMMARY

- ❖ Senior Technology Leader with over 9 years of expertise in **Network Security, Cloud Infrastructure**, and managing **large-scale Production Datacenters**.
- ❖ Demonstrated ability to lead cross-functional teams, implement **Zero-trust security models**, and manage **hybrid environments**.
- ❖ Proven record of driving innovation, delivering scalable solutions, and **mentoring** high-performing teams.

## LEADERSHIP COMPETENCIES

Strategic Vision	Ownership & Execution	Business Focused	Talent Management	Change Management
Design Reviews	Cloud economics	Incident Management	Emotional Intelligence	Risk Management

## PROFESSIONAL EXPERIENCE

### Tech-Lead - Cloud Infrastructure Security, Platform Security

Indeed INC, Austin, TX

June 2024 - till date

- Spearheaded the management of Network Security products, including **ZTNA, RBI, and DaaS**, ensuring alignment with organizational security goals and driving the evolution of the Zero Trust security model.
- Defined and implemented best practices across a diverse cloud security portfolio, including **Amazon Workspaces, Cloudflare Access, Okta Verify, CrowdStrike** delivering robust, scalable, and secure infrastructure.
- Led cross-functional teams to drive innovation, secure buy-in for strategic initiatives, and advance key security features, elevating security posture and ensuring continuous improvement.
- Directed end-to-end project delivery, from POC deployment with SAML 2.0 authentication and custom security solutions to securing stakeholder approval for MVP implementation.
- Delivered technical demos, conducted cost-benefit analysis, and steered the security roadmap to ensure strategic alignment with broader organizational objectives.
- Currently, leading AI-Champions guild within for Asian Network comprising 450+ members.

### Information Security Manager, Platform Security

Indeed INC, Austin, TX

November 2023 - June 2024

- Led the development and execution of the platform security strategy, driving the maturation of ZTNA deployment through strategic vendor partnerships with Cloudflare and CrowdStrike.
- Defined and implemented **product roadmaps, service catalogs, and OKR planning to advance Indeed's security framework**, including **ZTNA, RBI, CASB, and boundary defense solutions**.
- Actively contributed to AI adoption within Indeed as a key member of the AI Guild, driving innovation and AI-based security enhancements.

### Engineering Manager, Cloud Infrastructure

Indeed INC, Austin, TX

June 2021 -November 2023

**Built and led a multi-disciplined global team** comprising **7 Cloud engineers** to manage the Production network across **7 AWS Regions** for the largest job site in the world.

- Driving cross-organizational engineering efforts across Indeed to design and optimize Systems and processes following AWS well architected framework.
- Created roadmaps and OKR planning to lead Indeed's migration of on-prem footprint into **AWS, Third Party Onboarding, Cloud Enablement** and new Services to Team Portfolio.
- Developed strategies to automate self-service catalog to help customers reach from idea to production in less than 10 minutes.
- Established policies and procedures for **Change management and Incident Response, Disaster Recovery/Business Continuity for CT0/CT1 Services** and defined KPIs for improving overall Cloud observability.
- Partnered closely with the Security and Engineering teams in developing and executing strategies for **improving boundary defense**, reducing risks, and meeting auditing requirements for **CIS20**.
- Automated **vulnerability program** including a new tracking system, led cross-functional talks for initiatives related to AWS tagging, Edge Security, and templated cookie-cutter designs following best security practices.

- Collaborating closely with Cloud-economics to proactively monitor the cost anomalies for high-spending critical accounts. Responsible for **estimated ~4M\$ in cloud savings** through optimization.
- Revamped onboarding procedures and documentation for Cloud Engineers, lowering ramp rate from 2 months to 2 weeks.
- Built a mentoring program for Cloud Foundation Group to help engineers with career development.
- Developed processes and documentation to onboard third-party contractors(TAOS) to take over level 1 and 2 responsibilities.
- **Lead Brand Ambassador and International Inclusion Group site lead** for the **Austin region**. Led initiative for the Humans of Indeed program to help and motivate people during pandemic times.
- Intersectional Ambassador for Asian Network America.

Indeed INC, Austin, TX

November 2019 - June 2021

#### Cloud Infrastructure Network Engineer III - Implementation Achievements

- **Data Migration & Connectivity:** Spearheaded the design and implementation of solutions for migrating **30 PB of Hadoop Big Data to AWS S3**, including planning and executing **Direct Connects and on-prem infrastructure upgrades using Mellanox/Cumulus**.
- **Infrastructure Expansion:** Led the deployment of **Direct Connect, Aviatrix, and Megaport solutions** to establish robust connectivity for datacenter migration, and orchestrated the launch of **new AWS regions (Tokyo, Sydney, Dublin) using Terraform**.
- **Network & Security Enhancements:** Directed the upgrade of production internet bandwidth, implemented **IPS** in on-prem data centers, and redesigned ACLs in cloud infrastructure to enhance security and performance.
- **Office & Cloud Integration:** Designed and executed office-to-cloud connectivity using **Palo Alto Global Protect** and performed capacity planning to support scaling infrastructure and application migrations for external stakeholders.

Indeed INC, Austin, TX

September 2017 - November 2019

#### Network Engineer II - Implementation Achievements

- **Service & Security Enhancements:** Developed a service catalog and implemented QOS in Enterprise and Production environments. Adopting best practices achieved a **60% increase in security compliance**.
- **Authentication & Migration Leadership:** Led the implementation and testing of SAML-based Adaptive Authentication for a new VPN solution using OneLogin and Duo. Oversaw AWS Data Center migration, standardizing processes for future builds and leading a significant **2.4 billion production firewall migration project**.
- **Strategic Contributions:** Managed data center strategy, vendor relationships, pricing negotiations, and new employee hiring. Led data center and office migrations, including forklifting and retrofit-style projects, and implemented **Office in the Box automation with Jinja2 templates**.
- **Process Improvement & Training:** Revamped the interview process for IC and managerial roles, automated onboarding for new hires, and created customized training for over 30 administrators and users. Mentored team members and cross-functional teams, and performed POCs for data centers, VPN solutions, and office architecture.

Indeed INC, Austin, TX

May 2016 – September 2017

#### Network Engineer

- **Office Expansion:** Planned and deployed 8 new offices, improving workflow and productivity.
- **Automation and Cost Optimization:** Automated firewall and core switch upgrades for office builds. Enhanced alerting and configuration management with Statseeker, LibreNMS, NCM, AppNeta, and Datadog.

Reliance Communications Limited, Mumbai, India

October 2013 - August 2014

#### NOC Engineer (Data Center NOC Operations)

### EDUCATION, TECHNOLOGY, CERTIFICATIONS & AFFILIATIONS

Rochester Institute of Technology, Rochester, New York

December 2016

Master of Science in Networking Security and System Administration

GPA: 3.96

**Achievements: Graduate Merit Scholarship, Organizational Leadership, Teaching Assistant, Intern: Kodak Alaris & Frontier Communications**

- **Technical Expertise:** Cloudflare, Palo Alto, Mellanox/Cumulus OS, Terraform, Python, Splunk, Okta, CrowdStrike, Datadog, JupiterOne, AWS Network Firewalls, CloudWAN, Aviatrix.
- **Security Technologies:** DLP, IDS/IPS, SSL Inspection, RBI, Zero Trust, Boundary Defense
- **Certifications:** CISM, *AWS Solution Architect Associate: 7EK78WL11111Q6KJ*, *Terraform Certified*, *Aviatrix Certified Engineer*, *Cisco Certified Network Associate*, *Cisco Certified Network Associate – Security*, CCNP #CSCO12748638