

Sura Karnawi's Portfolio

+1 647-939-9331

M2J 3C7, Toronto

sk@sura.me

<https://sura.me/>

Full-Stack Development with Emphasis on Front-End

I bring full-stack expertise with a specialization in front-end development, with a strong emphasis on accessible design. My approach prioritizes usability and clarity, using semantic HTML, JavaScript libraries like React, and modern CSS techniques. At Orangutan Matter, I designed and developed applications tailored to client needs, ensuring they delivered seamless user experiences.

At the BBC, I was part of a core team that designed, developed, and maintained authentication and authorization systems for BBC iPlayer and BBC Sounds, supporting personalized experiences. Collaborating closely with product owners and clients for user research and testing, I made crucial engineering decisions while emphasizing a user-centric approach to personalization across BBC services. I played a vital role in every stage of the launch, culminating in pressing the green button on my final day before relocating to Canada.

There's a quick learning curve when your services have to handle the spike of traffic that sports, world news, and royal events bring.

Throughout my career I learnt a lot about microservice architecture, Node.js and the npm ecosystem, the React JavaScript library, JavaScript testing, AWS infrastructure, and building scalable, resilient services. .

Additionally, my experience allowed me to write code in Test-Driven Development mode, work with Python, Implement A/B testing such as using Saas (Optimizely) and engage in DevOps tasks, including scaling resources and monitoring performance, as I often wore multiple hats in this dynamic environment.



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Art & engineering - Entrepreneurship

In my recent role as a studio lead and product manager at Orangutan Matter Studio, I managed the end-to-end lifecycle of various software projects, including award-nominated titles like Unleaving. Where I successfully translated product visions into actionable development roadmaps, navigating complex challenges while maintaining stakeholder alignment throughout the process. My leadership has contributed to notable achievements, including a nomination for the Canada Indie Cup Rising Star award and securing a partnership with Microsoft Xbox, reflecting my ability to guide products from concept to market success.

My unique skill set bridges the gap between art and technology, allowing me to create visually stunning interactive experiences. I have a passion for blending traditional art forms with modern techniques, demonstrated through my work on Unleaving. In this project, I wore many hats alongside my partner, gaining in-depth knowledge of all phases of design and development. I focused on aspects such as color theory and composition, integrating these principles into our digital work. My technical expertise extends to understanding how resolution and other art decisions impact memory, ensuring optimal performance in the final product. I took ownership of product decisions, shaping project direction throughout the product development lifecycle, from conceptualization to release. My expertise in rapid prototyping, A/B testing, and solution architecture aligns with agile development roadmaps.



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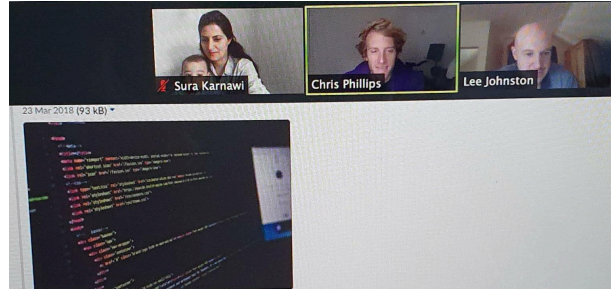
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Advocacy for Women in STEM

I have delivered numerous speeches and workshops to highlight the importance of representation for women in STEM. As a speaker at events organized by the BBC Women in STEM Network in London, Pixelles in Montreal, and the Hand Eye Society in Toronto, I aimed to inspire and empower women in the field while promoting inclusivity and diversity in technology.



User centric design, Accessibility & Coding Standards in Inclusive Design

At Manchester Transport, I excelled in implementing accessibility and coding standards to create inclusive designs. We placed a strong emphasis on highlighting accessibility in our projects, which included both in-house testing and public outreach to ensure our solutions effectively served diverse user needs. The constant demand to build for the public often came with tight deadlines; however, I consistently delivered high-quality code while working independently and taking the initiative.

I utilized various technologies, including ARIA labels in HTML, headless CMS, Node.js, React, MongoDB, and Azure services, while managing PaaS applications to streamline development and enhance user experience. Notably, the website tfgm.com was recognized and awarded for its accessibility and high performance.

CMS Development Champion: Transforming Challenges into Opportunities

At Soft Gravity, I was brought on board to make their CMS product, Unlroole, functional, a frontend developer role that had been opened for the fifth time due to previous challenges. This position proved to be one of the most demanding I have ever undertaken, requiring precision, dedication, and a commitment to quality.

Upon my arrival, the CMS was riddled with bugs, but I recognized its potential. I began coding with HTML, CSS, JavaScript, and various libraries, often needing to implement workarounds. As the sole full-time developer dedicated to the product while others contributed only part-time, I felt a strong sense of responsibility for its success. Through persistent effort and collaboration with the

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team, I gradually improved the CMS, ultimately enabling it to host one of the largest websites for the Pan American Games in Toronto in 2015.

After accomplishing this mission, I moved on to my next adventure, having successfully transformed the CMS into a viable product that could be marketed to clients.

AI Enthusiasm

I am passionate about the potential of AI and actively explore its applications through various side projects. Currently, I utilize GitHub Copilot to enhance my coding efficiency and creativity, allowing me to experiment with innovative solutions and stay at the forefront of technology trends.

Provide an example of how you've contributed to building a community of collaborators. What strategies did you employ, and what impact did it have?*

In my role as Studio Lead at Orangutan Matter, I focused on fostering a collaborative community among our team and external partners to enhance creativity and innovation in our projects.

Strategies I Employed:

1. **Inclusive Collaboration:** I ensured that all team members, regardless of their role, had a voice in the creative process. By actively encouraging diverse perspectives, we were able to generate more innovative ideas and solutions.
2. **Clear Communication:** I established transparent communication channels, including project management tools and regular updates. This helped everyone stay aligned with project goals and fostered a sense of ownership and accountability among team members.
3. **Mentorship and Support:** I dedicated time to mentor junior team members, guiding them through challenges and encouraging them to share their insights. This not only built their confidence but also enriched the collective knowledge of the team.

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4. Celebrating Successes: I initiated a practice of recognizing team achievements, whether big or small. Celebrating our wins helped build camaraderie and reinforced a positive team culture.

Impact: These strategies significantly enhanced our collaborative environment, leading to a more engaged and motivated team. As a result, our projects, including *Unleaving*, benefited from improved creativity and efficiency. The game received critical acclaim, including a nomination for the Canada Indie Cup Rising Star, showcasing the effectiveness of our collaborative approach. By nurturing a community of collaborators, we not only achieved our project goals but also cultivated a supportive atmosphere that encouraged ongoing innovation and personal growth.

What's one of your favorite products, and what's something you'd change about it?*

One of my favorite products is the BBC iPlayer. As a user, I appreciate its extensive library of content, user-friendly interface, and commitment to accessibility, which allows diverse audiences to engage with the programming seamlessly. However, if I could change one aspect, it would be the search functionality.

While the iPlayer offers a wide range of content, the search feature can sometimes yield less relevant results, making it challenging to find specific shows or genres quickly. Enhancing the search algorithm to prioritize user preferences and viewing history could greatly improve the user experience. Drawing from my experience at the BBC, where I championed accessibility best practices and participated in optimizing user interfaces, I believe implementing these changes would make the platform even more intuitive and enjoyable for users.

- Rising Star Indie Cup Canada Studio Nomination (2023)
- BBC Platforms Development & Design Contribution (2021)- Excellence performing website
- Transport for Greater Manchester (2019) Accessibility Award-winning website tfgm.com
- PAN AM Games Toronto Website - CMS solution (2015)
- STEM Speaker (2021 - Present) Delivered talks & events to raise awareness about diversity and inclusion