

Amit Khivesara

Khivi

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Summary

Technical leader with 20 years of experience of leading engineering and data science teams to build business focussed solutions. I have been instrumental in transforming teams to the next stage of their maturity. Over the years I have build strong technical discipline within organizations. Based on my experience as a technical leader I authored a book on company culture.

Philosophy

Embrace Change	Change is inevitable	Be Lazy	Do more with less
Open Intent	Share before, not after	Roughly Right	Perfection is a myth
Be Inquisitive	Listen, Learn, Contribute	Feedback	Improve deployments
Outsource	Make oneself redundant	Measure Failure	Success travels easily

Management Skills

Communications	Open	Productivity	Extreme Programming
Mentor	Individuals	Process	Continuous Learning
Manage	Global Teams	Technical	Excellence

Computer Skills

Recent	Scala, Python, C/C++	Past	Java, Objective-C
Dabble	Golang, JavaScript	Systems	Databases, Docker
Passable	PHP, Ruby	Platforms	Big Data, Cloud, Kubernetes

Experience

- 2019–Present **Senior Director, AI Engineering, Target.**
Leading the AI team for supply-chain and forecasting
- Leading global team responsible for AI strategies for Supply Chain & Demand Forecasting
 - Transformed research culture to business focussed
- 2017–2019 **Director, Data Engineering, Target.**
Leading the data science team for e-commerce search
- Managed the engineering and data-science team for e-commerce search
 - Integrated a AI deep learning model to enable target.com search
 - Built a continous delivery culture
- 2019–Present **Technical Advisor, iDataGenie.**
- 2016–Present **Technical Advisor, Verne Global.**

2016–Present **Technical Advisor**, *Netcore*.

2016–2017 **Head of Engineering**, *Emissary.io*, New York City, NY.

Emissary is a platform connecting sales professionals with former executives who have specific knowledge about their important sales targets.

- Transformed processes to an agile development methodology
- Hardened security practises
- Developed a testing culture

2014–2016 **Head of Engineering**, *Betterpath*, New York City, NY.

Betterpath is a data driven health care startup focused on improving care for patients. I lead the engineering team.

- Built and managed the engineering team
- Setup outsourced QA team in Ukraine
- Designed and built reliable infrastructure

2012–2013 **Senior Software Engineer**, *Konnect2*, Madison, NJ.

Konnect2 is a financial services firm specializing in providing structured data exchange and algorithms for the global bond market. As one of the company's first employees, I took the product from an idea to deployment.

- Built feed handlers for bond trading market streams
- Scaled infrastructure
- Designed and implemented deployment pipelines

2008–2012 **CTO**, *Mesh Capital*, Jersey City, NJ.

Mesh Capital is a quantitative trading firm specializing in high-frequency trading. As the company's first employee I wrote the initial software that traded propriety capital

- Built and managed the high-caliber engineering team
- Primary responsible for execution and delivery of trading strategy to Canadian Markets
- Responsible to execution and delivery of strategic initiatives

2005–2008 **Technical Lead**, *Roundbox*, Florham Park, NJ.

Roundbox developed infrastructure to support mobile broadcast environments. I lead the global engineering team responsible for our server offerings.

- Leading a distributed global team
- Build the world's only solution to support multiple broadcast standards (US and Europe) .
- Contributor to industry standards to interoperate with large vendors

- 2002–2005 **Senior Software Engineering**, *Xebee Communications*, Iselin, NJ.
Xebee was a successful company that built a high-speed carrier-grade MPLS router. UTStarcom bought Xebee in May, 2003. I was leader within the software team and build and managed the network platform.
- Primary engineering lead on platform
 - Architected the configuration and system datastore
 - Responsible for the test automation framework
- 1996–2002 **Member of Technical Staff**, *Bell Labs, Lucent Technologies*, Murray Hill, NJ.
DataBlitz is a high-performance, *ACID*, main-memory database system. I lead the team from a research prototype to worldwide deployment by Lucent within its flagship telecommunication products.
- Deliver solutions with 5 nines reliability
 - Built database system 10 times read performance than any commercial database
 - Lead the team during organisation change to continue to deliver

Education

- 1994–1996 **MTech**, *Indian Institute of Technology*, Bombay, India.
Masters in Computer Science and Engineering
- 1990–1994 **BTech**, *Indian Institute of Technology*, Bombay, India.
Bachelors in Computer Science and Engineering

Awards and Achievements

- 2019 **Awarded**, *Target*, Minneapolis, MN.
Chief Data Officer Award
- 1999 **Awarded**, *Bell Labs*, Murray Hill, NJ.
Bell Labs President's Silver Award
- 1994 **Academic Distinction**, *GATE*, 1994.
All India Rank 9
- 1990 **Academic Distinction**, *IIT JEE*, 1990.
All India Rank 28

Publications

- 2015 **Culture Seeds: Process, People and Companies**.
Book available at <http://a.co/i1uqz2A>
- 2020 **Culture Seeds: Process, People and Software**.
To be published

Interests

Privacy	Technology and Society	Music	The Doors
Travel	Small town America	Enjoy	Bourbon
Film	Documentaries	Food	Korean