Xiangfeng Liu

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ENGINEERING MANAGER/DIRECTOR

A seasoned high-tech professional with extensive leadership experience in software engineering. Results-driven and action-biased**. Hands-on Software Engineering leader** with over 20 years of software development experience. Proven track records of architecting, delivering reliable and scalable systems (v1.0 products) in a variety of areas, including Cloud/big data products etc. **More than 10 years of experience on large-scale distributed software development**. Thorough knowledge of the complete software development process and able to take a project from initial startup and analysis through to completion of production deployment and support.

Technical Expertise	Large scale distributed software system design & implementation, Data product design & implementation, Cloud Computing/storage, Elasticsearch etc.
Technical Skills	Python and related stack include but not limited to FastAPI, PyTorch etc. Experiences in C/C++, Linux/Unix Shell Scripts Experiences to apply Machine Learning and NLP technologies; experiences on build & use Large Language Model(s)
Leadership	Over 10 years of full SDLC technical management experience with both on/off shore teams with both internal facing and customer facing responsibilities. Managed several v1 products & services delivery.
Management Talent	An experienced business manager and leader managing a technical staff of more than 50 technical professionals and recognized for energy, good judgment, and analytical proficiency in successfully managing global operations.
Team Building	Strength in recruiting, hiring, coaching, career developing and inspiring both staff and cross-functional talent. Managed onshore and off-shore team of ~50 engineers.

Business Expertise

● Project Design/Management	● Global Cross Functional Integration
● Operational Infrastructure	● Team Leadership/Staff Development
● Creative Problem Solving	● Resource Planning/Management
● Team Leadership/Staff Development	● Customer Presentation/Support

PROFESSIONAL EXPERIENCE

Sr. Manager, Software Engineering – Highspot, Remote   2022 – Now
- Lead teams of engineers who are responsible for
    - Content Creation Platform
    - Pitch creation and integration Platform
    - Search: improving search capability and started semantic search by leveraging LLM capabilities
- Coordinate with product management, program management and designer on the products road-map definition, projects prioritization etc.
- Work with teams across geographies (across U.S, Canada and India)
- Hands on experiences in NLP and LLM
    - Knowledges and Hand-on experiences on LLM

- Implemented a GPT-like model from scratch (PyTorch)
  - Trained (pretrain) model with open source data sets and my own data set (built web crawler)
  - Loading pretrained weights from OpenAI (GPT2)
  - Fine tuning model for differents tasks
- Applied LLM (Large Language Model) in production and related experiments
  - Applied LLM(s) in production for QA for search, Semantic Search etc.
  - Experiment with Open Source LLMs such as Llama etc. including build Knowledge graph by using RAG and fine-tuning LLMs using domain specific corpus.

Manager, Software Engineering – Wayfair, Boston MA   2020 – 2022
- Lead two teams of engineers to build supplier and planner tool sets which are used to address supply chain problems.
- Coordinate with product management team and design team on the products roadmap definition, projects prioritization etc.
- Work with teams across geographies (across U.S, Canada and Germany)

Senior Manager, Software Development – Delphix, Boston MA   2019 – 2020
- Lead the development of the Data Masking product
- Work with product & program management on the product roadmap definition, project prioritization etc.
- Manage a team of engineers across geographies (Boston, California and India)

Head of Engineering – Global Legal Tech Inc., Boston, MA   2018 - 2019
- Member of core founding team bringing the v1 production to customers. Responsible for understanding & gathering business requirements and translating to technical design.
- Architected, designed and implemented several web-based applications & service engines and deployment to AWS and AliCloud.
- Designed and built a distributed service platform using Python/Flask/Django/PostgreSQL and MongoDB as backend and JavaScript (Angular) as frontend.
- Built an intelligent search engine based on Elasticsearch and leveraging NLP technologies.
- Built up and managed engineering team (U.S and China) – responsible for recruiting, hiring, mentoring, coaching etc..

Architect – Huawei Technologies USA, Boston, MA   2017 – 2018
- Plan and Build AI and Big Data solutions on Huawei Cloud Infra.

Sr. Manager, Software Engineering – EMC Corp., Boston MA   2012 – 2017
- Managed R&D and technical support for the EMC Cloud Storage Product and collaborated as team member for product direction and strategy. Managed 3 engineering managers and supervised ~35 engineers in the US and China.
- Worked with product manager on product roadmap/strategy and responsible for system architecture design based on business requirements.
- Contributed to design and implementation of Cloud Storage product in Python and C++.
- Established and maintained team stability through team building, vision "buy-in", improved cross-team communications, mentoring, and coaching. Developed several engineering managers and technical leaders.
- Quality and Best Practices. Implemented and monitored best-practice metrics and streamlined QA to increase effective & efficiency and maximize resources. These initiatives, combined with a customer-first mentality resulted in good customer satisfaction.

Sr. Manager, Software Engineering – EMC China R&D Center, Shanghai, China   2007 – 2012
- Managed R&D and technical support for the EMC Cloud Infrastructure Group Engineering teams in China. Managed 4 engineering managers and supervised ~50 engineers.
- Worked with product manager on product roadmap/strategy and responsible for system architecture design based on business requirements.
- Contributed to design and implementation of Cloud Storage product in Python and C++.
- Establish and keep a growing team through attracting top engineering talents, team building, vision "buy-in", improving cross-team communications, mentoring, and coaching. Trained and developed several engineering managers and technical leaders.
- Quality and Best Practices. Create team wide processes include but not limited to the design & design review, code review processes etc. Implement and monitor best-practice metrics and kept improving the processes & practices.

Software Architect & Project Lead – HP China, Shanghai, China   2002 - 2006
- Be responsible for the architecture, design and implementation of OpenView Operation Management(OVO) and Identity Management tools (OVSI).
- In charge of requirement analysis & software system architecting, design and implementation

Various Senior Technical Positions, China   1995- 2002
- Designed and implemented the software products for several domains

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EDUCATION
B.S Systems Engineering, Nanjing, China   1991- 1995
NanJing University of Science & Technology