

MEEHIRR K

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ENGINEERING LEADER

Passionate about delivering results for Customers while nurturing bottoms-up culture in engineering and supporting engineers led decision making. Natural attitude of “*Customer-First & Work Backwards*”. Over 29 years extensive Servant-Leadership experience and Progressive Technology, People & Process Leadership with Exceptional track record for delivering results. Combines Innovation and Analytics with decisive action and real-world ‘*What-it-takes*’ leadership to deliver solutions that drive business growth and optimize operations. Motivates teams and individuals to achieve Ambitious Goals. Achieves aggressive business objectives by Planning, Executing and Driving on-time, on-budget, and most importantly by Motivating people to realize their inner strengths and excel in endeavors.

KEY HIGHLIGHTS

CUSTOMER - Pro-actively engage customers in different forums. Handle direct escalations and offer white-glove engineering services. Explore opportunities with customers to offer pointed solutions and incrementally optimize the product with direct customer engagement and feedback. Handle escalations with calm, poise and offer very high degree of confidence for customers. Develop & design 24/7 customer support processes and customer-first attitude in my colleagues.

PEOPLE - Passionate about finding, nurturing, growing and mentoring talent. Managed Senior Directors, Managers & Technical leaders. Managed org size of up to 250 employees at General Electric, spread across multiple continents. Exclusive individually tailored goal setting, skillset upgrade training programs, promoting 360 degree feedback. Innovative initiatives such as Quarterly Code-A-Thons in previous company to boost team morale. Numerous on-the-spot awards to team members. Culture of Instant-Feedback. Infusing Culture of Conscious Positivity. Empowering people & Celebrating their Success. Trust & Verify. Create self-sufficient & sustaining engineering ecosystem. Foster Excellent relations with non-engineering teams.

PROCESS - Embraced Agile. Diligent updates to Jira. 100% transparency around designs, code check-ins, reviews, status updates, blockers, line-of-sight on completing commitments. Nurtured self-management attitude within team. Initiated cross-engineering technical design creation and review process for major features. Weekly internal design review sessions. Infusing culture of Customer-First Attitude. Delivered engineering presentations in Leadership offsites and Product/Engineering meets. Regular presenter at Executive leadership forums with direct visibility to CEO, CTO, CIO and other executive leaders across different functions. Established repeatable and scalable process to create/review engineering sprint metrics across multiple product lines, engineering bowlers, risk mitigation trackers, budget bowlers, resources bowlers. 100% transparency across all involved stakeholders.

PROJECTS - Successfully Managed large, distributed computing environments utilizing Microservices & scalable distributed systems. Experience with Machine Learning. Reduce regressions by 50%. Managed B2C & B2B enterprise grade products for end users and customers. Managed high traffic area on Amazon.com named Seller Success Stories. Improved web & product Usability and performed usability analysis using Personas/hot spot tracking/traffic analytics/web best practices, across several companies. Managed complex timeseries, eventhub and 12 more data services offerings scaling to handle multi-peta bytes of data with 1000+ Cassandra/Scylla nodes supporting multi-tenant ingestion, data processing and querying infrastructure. Turned around IAAS & PAAS cloud infra teams introducing Kubernetes and replacing Cloud foundry. Full stack engineering leader. Extensively utilized multiple AWS APIs and services.

PRIVACY - Extensive experience with security and privacy regulations of GDPR, DMA, CPRA, CCPA from ideation, requirements to control implementation. Extensive cross-functional partnership to establish compliance, monitoring, governance, and communication.

TECHNOLOGY - Managed new feature development & migrations on variety of technical stacks including Angular, Node.JS, Java, Redis, GraphQL, React/Redux, Zookeeper, Kibana, Kafka, Spark, Elastic Search, Cassandra, Hadoop, HDFS, Aurora, AWS APIs, Ansible to name a few. Tech stack agnostic. Coach team on evaluating latest and greatest in market and analyzing how it can add value for current company. Quantify ROI. Test & Change Manage before implementation. Detailed Technical Roadmap & Implementation Strategy.

BUDGET - Managed Capex & Opex up to 55MM at General Electric. Managed large-scale vendor selection RFPs. Executive engineering sponsor on multiple large scale initiatives.

STRATEGY - Operationally analyze and formulate Engineering Strategy to determine current state vs future, define goals and strategy to achieve those objectives while remaining aligned to overarching corporate goals and objectives. Track progress and calibrate. Status Updates to Executive Team. Continuous improvement with feedback. Data oriented focused on ROI.

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Professional Experience

Google - Sunnyvale, CA

Senior Manager of Engineering, Core Identity

2022 - till date

Key Achievements:

- Managing engineering teams in Sunnyvale & Munich for development, automation and infrastructure efforts within Identity space. Engaged on two key production systems utilized by all services and products (software and hardware) within Google, for authentication and authorization.
- Established focus areas model, distributing teams within virtual PODs to serve internal Google customers.
- Establishing relationships with multiple stakeholders and developing processes to streamline OKR planning, prioritizing, communicating status and execution.
- Coaching and growing inhouse talent.
- Day-to-day operational leadership and management of team and portfolio, stakeholder management, infrastructure optimizations, KPI metrics monitoring, vision and strategy development.
- Led DMA security and compliance cross-functional efforts.

General Electric - San Ramon, CA

Senior Director of Engineering, Cloud & Data Infrastructure

2019 - 2022

Key Achievements:

- Managing an org of 250 FTEs and 30 contractors leading multiple cloud, platform infrastructure, data & analytics teams on Big Data Management & Analytics, Data Services Infrastructure Monitoring & Support, SRE, Observability, APM API & UI teams spread across San Ramon, New York, Chicago, Australia, Canada, India, Israel & Russia with annual capex/opex budget of 55 MM.
- Member of central executive staff leadership within Platform R&D group, responsible for Budgetary & Engineering decision making. Executive engineering sponsor on several engineering portfolios.
- Achieved 15 MM cost saving within last 12 months with razor focused cost reduction efforts.
- Led and participated in multiple strategic product roadmap definition sessions, customer touchpoints, cross-engineering and product partnership and quarterly reviews, tactical weekly progress checkpoints across multiple engineering efforts.
- Delivered several key engineering initiatives on migrating cloud infra from Cloud Foundry to Kubernetes, Cassandra to Aurora, overhauling several data services handling complex distributed computing infrastructure focused on implementing infra alerts & monitoring, dashboards, multi-tenant design for data ingestion/processing/querying utilizing 1000+ Cassandra/Scylla nodes, Devops and Infra management Automation using Kubernetes and Ansible. Evaluating Amazon's cloud native offering utilizing Redshift, Aurora & DynamoDB. Handling peta bytes of data served across multiple business units of GE.
- Managed APM UI/API product lines, IAAS & PASS teams in cloud infrastructure, GovCloud, TimeSeries/EventHub/Columnar/Postgres/BlobStore/BitStew/CAF/PAF/Insights & Analytics services and teams.
- Led GDPR, CCPA, CPRA security and compliance cross-functional efforts.
- Led development of forward looking 3 year strategic & creative engineering and product roadmap to make GE digital profitable.
- Turn around engineering culture to make it performant, merit based, bottoms-up with engineers leading roadmaps, engineering bandwidth & technical decision making and management in mentoring/coaching & supportive role.

VMware - Palo Alto, CA (HQ)

Director of Engineering, vSphere frontend

2018 - 2019

Key Achievements:

- Led staff of directors/managers and technical leaders of 145 employees & contractors across Palo Alto & Bangalore to manage vSphere frontend, ESX client & vSphere flex clients. Managing Sustaining teams supporting old vSphere clients.
- Led vendor selection RFP for CPBU to shortlist 10 vendors from 220. Net spend with current vendors is close to \$55MM.
- Managed annual spent of 25 MM.
- Volunteered for GovCloud's tier 1 support requiring US citizens residing on US soil.
- Improved and Optimized CI/CD pipelines with testbed of 800+ unit and e2e tests. Formalized rotating roles like Build Tsar to ensure pipelines stay green across all GEOs. Installed TV monitors on each floor in each GEO to display pipelines and key traffic stats/metrics in real time.
- Developed 3-year roadmap to upgrade technical stack with clear ROI quantifications and milestones.

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- Directly involved and led cutting-edge projects like hybrid-linked-mode and workload-control-plane that utilizes techniques of data communication and sharing between on-premise and cloud based VMs & clusters and utilizing Kubernetes Pods/clusters, Big-data real time analytics.
- Managed big data infrastructure for vCenter using Hadoop, Kafka, Apache Spark, Elastic Search, Kibana, Graphite & Graphane.
- Drove continuous improvements to system architecture by refactoring old legacy code, while encouraging adoption of new technology where appropriate. Large scale implementation of Kafka clusters.
- Implemented new API UI middleware using node.js and GraphQL, logging framework integrated with Kibana and Slack, mobile app using React-Native and exporting to native IOs & Android builds.
- Established best engineering practices of branching strategies using Gitflow, creation of dev int environment with automated build deployments using Jenkins. Implemented SonarCube for monitoring code coverage.
- Extensive implementations of Rest API, Redis for caching data, enhanced application security using Pub tokens & Okta.
- Extensive partnership with senior leadership within product management, engineering, ux, marketing to evangelize strategic roadmap for vSphere & ESX product lines.
- Turned around engineering culture to make it performant, merit based, bottoms-up with engineers leading roadmaps, engineering bandwidth & technical decision making and management in mentoring/coaching & supportive role.

PubMatic - Redwood City, CA (HQ)

Director of Engineering

2017 - 2018

Key Achievements:

- Served as key contributing member to Leadership team and led development of multiple business software's in Ads publishing space.
- Close partnership with multiple Vice Presidents & Directors of Product Development and Sr Directors of Engineering and Engineering teams to build robust features for customers.
- Established operational processes of auditing/prioritizing & fixing Performance, Security, Unit test code coverage, Regressions, Technical Design Reviews.
- Active participation in Agile Ceremonies, Leadership Steering Committee meetings, Feature Evangelism Mtgs.
- Team structured under two managers in USA & India. Actively hired multiple resources in both locations.
- Managed entire stack from UI to DB with 600+ billion daily transactions, ~20 petabyte data in clusters, ~35 terabyte daily raw data, 1000+ nodes in data processing clusters, ~5000 daily jobs.
- Led GDPR security and compliance cross-functional efforts.
- Established Quarterly Code-A-Thons to foster innovation and elevate employee motivation.
- Developed common and centralized repository of Common Components. Build once, Use Everywhere.
- Turned around engineering culture to make it performant, merit based, bottoms-up with engineers leading roadmaps, engineering bandwidth & technical decision making and management in mentoring/coaching & supportive role.

Fireeye - Milpitas, CA (HQ)

Manager, Sr, Software Development

2015 - 2017

Key Achievements:

- Extensive partnerships with Executive Staff, Engineering, Product Management, Marketing and Technical Support to define and prioritize product requirements and features for 3 major releases named Inyo to move Fireeye security services to true Cloud using complex distributed systems architecture of clusters and nodes.
- Actively led feature evangelism, concept to development, planning & prioritization, stack-ranking & functional specifications documents, code delivery, release planning, branching strategies, General availability release to customers of Fireeye's core product offerings. Extensive implementation of RabbitMQ, Redis, Rest APIs, frontend stacks.
- Test driven development. Operational security audit & optimizations. Development multi-year roadmaps.
- Provided overall mentorship to a team of ~25 developers and managers spread across Milpitas, NYC and India.
- Provide career development, coaching and performance management for engineers, team leads and managers.
- Setup 24x7 system monitoring of all customer facing web portals which resulted in 60% decrease of downtime.
- Actively participated in Design & Code Reviews of Mission Critical projects.
- Turned around engineering culture to make it performant, merit based, bottoms-up with engineers leading roadmaps, engineering bandwidth & technical decision making and management in mentoring/coaching & supportive role.

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ServiceNow - San Diego, CA

Sr. Manager, Applications Development

2012 - 2015

Key Achievements:

- Drove suite of SAAS applications for Discovering, Monitoring & Controlling Internet of Things (IOT) devices which eventually got introduced as add-ins for customers. Extensive integrations across Servicenow ecosystem. Implemented processes & practices reducing bug regressions by 80%. Established code excellence, reviews, unit test automation.
- Complete management responsibilities to include performance management, hiring, and coaching of staff.
- Managed and encouraged new ideas from staff to foster improvements through innovations
- Led the development of technical standards and perform reviews to ensure enterprise and architectural standards and processes are followed. Led QA "SWAT" team with full responsibility for all high risk and high visibility projects.
- Provided overall mentorship to a team of ~45 developers and managers spread across SD and India. Merged from NetApp as part of Servicenow's acquisition of Neebula from 2012 to 2014.
- Turned around engineering culture to make it performant, merit based, bottoms-up with engineers leading roadmaps, engineering bandwidth & technical decision making and management in mentoring/coaching & supportive role.

Amazon - Seattle, WA (HQ)

SDM

2005 - 2012

Key Achievements:

- Managed Seller Success Stories on Amazon.com, one of the most frequently accessed workflows by end users.
- Led development of patented Seller Identification Platform that searched across the Internet in real-time to identify e-commerce sellers who were potential leads to sell on the Amazon Marketplace. Launched in 10 countries with the system delivering \$700MM+ in attributed sales on Amazon in 2012.
- Implemented Machine Learning – Naïve Bayes Classifier for identifying ecommerce websites vs regulars.
- Drove feature evangelism, concept to development, planning & prioritization, stack-ranking & functional specifications documents, code delivery, release planning, branching strategies, go-live planning & execution.
- Extensive partnerships with peer engineering teams, Quality assurance, Product & Legal on complete SDLC.

Larsen & Toubro - New York, NY

Architect & Engineering Manager

2001 - 2005

SoftPoint Global - India

Entrepreneur

1994 - 2001

Relevant Achievements

Degree/Certificate/Award	Institution/Company
<i>Masters in computers</i>	University of Pune, India
<i>Strategic Advanced Program Management</i>	Stanford University, Palo Alto
<i>Program Management Professional</i>	San Diego Chapter, San Diego
<i>Qualified Advanced Project Management</i>	IPMA, Switzerland
<i>Six Sigma Black Belt</i>	Caterpillar, San Diego
<i>All-stars innovation award</i>	NetApp, Sunnyvale
<i>Technical leadership award</i>	Amazon, Seattle

