SANKAR NARAYANAN

(408) 718 4729 | SLSANKARGM@gmail.com

Professional Summary

Engineering leader with 26+ years architecting and scaling distributed systems, high-throughput data platforms, and AI-driven infrastructure. Specialized in streaming and event-driven data architectures, cloud-native data pipelines and multi-tenant platform design. Proven track record leading global orgs to deliver petabyte-scale analytics systems, ML inference pipelines, and mission-critical, low-latency compute infrastructure.

Key Highlights

• Directed a **120+ engineer global org** spanning platform, analytics, and ML teams across North America, India, and Europe.
• Scaled **Workday Analytics** from **16M to 2.3B queries/month**, delivering sub-second latency and 99.99% availability across a multi-tenant SaaS environment.
• Architected and launched Workday's first cloud-native data warehouse with columnar storage, schema evolution, and high-concurrency support.
• Designed and deployed event-driven, cloud-native data pipelines leveraging Apache Kafka, Spark, and orchestration frameworks (e.g., Airflow, Kubernetes) on cloud to support scalable, low-latency analytics and ML workflows.
• Led AI/ML infrastructure at Workday Next, achieving 90–100% predictive scheduling accuracy and enabling clients to save 2/3rds of planning time.
• Executed enterprise-scale rollouts of behavioral modeling platforms and talent intelligence products, enabling **strategic acquisitions** and revenue growth.

Professional Experience

Head of Engineering | Thalamus GME | Aug 2022 – Present
• Built and scaled an elite engineering team, attracting top-tier architects, engineers, and DevOps professionals.
• Led the re-architecture of Azure cloud infrastructure, reducing costs by 25% while enhancing scalability and security.
• Developed and launched a Cloud Gateway product, improving API integration efficiency and helped to implement AI/ML driven hiring assistance.
• Spearheaded the development of a scalable, data-driven engineering roadmap, aligning technology investments with business goals.

Vice President of Engineering | Aptology Inc | San Francisco, CA | Nov 2020 – Aug 2022
• Led the development and enterprise rollout of an AI-driven behavioral assessment platform, increasing adoption by 30%.
• Designed advanced analytics and machine learning models, enhancing workforce performance insights.

• Scaled product infrastructure from prototype to full enterprise deployment, driving revenue growth and enabling a successful acquisition.

Senior Director of Software Engineering | Workday Inc | Pleasanton, CA | Apr 2011 – Oct 2020
• Directed the Business Intelligence & Analytics division at Workday, leading a global team of 120+ engineers and delivering analytics capabilities to thousands of enterprises across the globe.
• Spearheaded the development of critical data solutions, including Workday's first Cloud Data Warehouse.
• Developed interactive visualization tools, enabling real-time business decision-making. Scaled Workday's enterprise reporting infrastructure from 16 million to over 2.3 billion queries per month, ensuring 99.99% uptime, sub-second latency, and real-time visibility for 5,500+ customers.
• Maintained 0% voluntary attrition over multiple years by building a resilient, inclusive, and high-performance engineering culture across geographies and time zones.

Sr. Director of Software Engineering | Workday Next (AI/ML Incubator) | Oct 2018 – Oct 2020
• Led AI/ML-driven product development, optimizing workforce scheduling and predictive analytics, resulting in a 90-100% scheduling accuracy, as demonstrated by our customer.
• Conducted comprehensive market research and secured funding for AI-powered product lines, contributing to clients achieving up to $1 million in annual labor savings.
• Partnered with PMs to develop strategic roadmaps for full-scale AI implementations, enabling organizations to save two-thirds of the time on weekly scheduling activities.
• Developed ML models to automate decision-making, reduce manual interventions, and enhance scheduling efficiency.

Senior Development Manager | Taleo Corporation | Dublin, CA | Oct 2007 – Apr 2011
• Accelerated company revenue growth over two years through strategic product innovation and enhanced customer engagement, culminating in a successful acquisition.
• Developed analytics-driven talent management solutions that improved hiring efficiency and retention.

Project Lead / Staff Engineer | Business Objects/Acta | San Jose, CA | Apr 1999 – Sep 2007
• Designed large-scale data warehousing solutions for enterprise business intelligence.
• Led ETL development and data modeling, streamlining enterprise data operations and reporting capabilities.

Project Lead / Staff Engineer | Infosys (Client: Apple Computers, CA) | | Jan 1994 – Mar 1999
• Led data architecture initiatives for Apple, optimizing financial, sales, and forecasting analytics and managed large-scale data marts, improving reporting accuracy and operational efficiency.

Technical & Leadership Skills

Software Architecture & System Design	AI/ML Integration & Predictive Analytics
Cloud Computing (Azure, AWS, GCP)	Data Engineering & Warehousing
Enterprise Software Development	Business Intelligence & Analytics
Agile & Scrum Methodologies	Team Building & Leadership
Product Strategy & Roadmap	Cross-functional Collaboration
Scalable Infrastructure Development	Customer-Centric Product Innovation

Education

• M.S. in Software Engineering, San Jose State University

• B.E. in Computer Science & Engineering, India