
NAVEEN RAMACHANDRAN

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<https://naveenrs.com/>

PROFESSIONAL SUMMARY

Results-driven Senior Software Development Manager with over 17 years of experience leading cross-functional teams to design, develop, and deliver software products. Proven track record of delivering projects on time, within budget and to the highest quality standards. Skilled in leading and mentoring engineers, managing project timelines and budgets, and implementing new processes and tools to improve efficiency. Strong technical background in computer engineering with experience in software development.

SKILLS

- Leadership
- Servant Leadership -Coaching and Mentoring
- Team Building
- Prioritization
- Conflict Resolution
- Delivery Management
- Hands-on technical skills
- Requirement Analysis
- Design Thinking and System Design
- Customer focused
- Innovation Oriented
- Results Driven
- Experience with technology development life cycle - Waterfall and Agile methodologies
- Hands-on programming languages such as JavaScript, ReactJS, HTML, CSS, R.
- Experience with Cloud technologies – AWS.
- Knowledge of Jira, Jenkins, GitHub, Bitbucket
- Certified in Project Management Professional (PMP), Certified Scrum Master (CSM), SAFE Agilist and AWS Cloud Practitioner

WORK HISTORY

CGI – Senior Consultant/Senior Project Manager

Toronto, Ontario, 01/2022 to Current

- Received APPLAUD awards for living the CGI values.
- Manages product development team of over 30 people from discovery through deployment activities for CGI's SaaS Cloud Fund Accounting IP.
- Work with engineering team to plan, manage and schedule all SCRUM ceremonies, including daily standups, architecture review meetings, backlog grooming, sprint demos and sprint planning.
- Driven waterfall to agile transformation of the product team.
- Work with Product directors, Development/QA team, UX design, DevOps and Shared Services team to plan, manage and implement the GA releases.
- Proactively identify risks and issues in the projects, discuss risk mitigation plan and document decisions/issue resolution plan and engage stakeholders based on the type of risk and issues identified.
- Responsible for resource allocation, hiring, recommending training to the team members, mentoring people to be independent, resolving conflicts, stakeholder management and financial management - including forecasting, revenue recognition, reducing expenses and monitoring the budget.

UST – Senior Software Development Manager

Canada, United States & India - 10/2013 to 01/2022

- Awarded as the “**Best Manager**” in the UST Healthcare vertical.
- Managed software development from discovery through deployment activities of software development teams across Medicaid/Medicare business units.
- Managed distributed teams across multiple geographies with span of control of 50 people.
- Understand the customer's business, strategy, and priorities; identify and deliver value-added services to help meet the customer's goals.
- Act as an escalation point for all risks and issues affecting the team and work to define and implement mitigation strategies.
- Maintain a high level of communication with stakeholders and provide status at regular intervals
- Proven expertise in generating value of \$1.5 million in 3 years through continuous improvement and automations. Proven experience in improving quality and achieving releases with zero Sev1 defects.

- Responsible for resource allocation, hiring, performance management, recommending training to the team members, mentoring developers to be self-organizing, resolving conflicts and financial management - including forecasting, reducing expenses, monitoring budget and improving margin.
- Increased profitability from 22% to 50% in less than 2 years. Received **appreciation from UST's Chief Operating Officer** on the revenue, budget, and EBITDA focus.

Cognizant - Manager-Projects

United States - 05/2011 to 10/2013

- Managed application development activities of software development teams with peak team size of 45.
- Responsible for planning, designing, developing, and delivering software
- Managed client engagement services, statement of work and solution implementations
- Responsible for reporting status to stakeholders
- Act as an escalation point for all risks and issues affecting the team and for working to define and implement mitigation strategies.
- Fostered customer loyalty by ensuring that customers fully utilized the value of cost-effective solutions and services
- Responsible for hiring, performance management, conducting goal setting and mid-year and year-end reviews and recommending training to the developers.

Cognizant - Lead Developer

United States & India, 11/2004 to 08/2011

- Understand requirements for enhancements and new functionality, write design specifications and code.
- Review deliverables such as code and test results from the team to verify confirming to coding standards and requirements
- Liaison with business partners for UAT Testing and sign off for all offshore development
- Tracking effort and schedule for all project activities

EDUCATION

Bachelor's degree: Information Technology and Engineering

SCT College of Engineering (University of Kerala) - Trivandrum, India

MBA, 2021-23 at the University of Illinois Urbana-Champaign

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GitHub: <https://github.com/naveenrs1982>