Quazi Heider

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Professional Summary

Results-oriented Software Engineering Manager with over 12 years of experience delivering enterprise-grade cloud (AWS, Azure, SaaS) and on-premises software solutions for Canada's top 20 financial institutions.Proven success in leading large-scale digital transformation, cloud migration, and modernization initiatives supporting up to thousands of simultaneous end-users. Expert in solution architecture, scalable system design, and cloud computing (AWS, Azure). Hands-on proficiency in Enterprise Java, Spring Boot, RESTful APIs, Agentic AI and LLM integration. Adept in AGILE/Scrum methodologies, with strong command of estimation, resource planning and budgeting (AOP). A process-driven leader with a deep technical foundation, experienced in managing cross-functional engineering teams, mentoring talent, and aligning technology strategy with business goals to deliver measurable business impact.

Key Skills

Leadership & Strategy

Strategic Planning and Reporting: Identified and mitigated quarterly delivery risks through proactive, data-driven planning. Implemented process improvements that increased estimation accuracy, enhanced forecasting, and improved delivery predictability by 20%. Provided weekly delivery and risk reports to the **Director of Engineering** and monthly updates to executives

Budgeting and AOP: Developed and presented the Annual Operating Plan and budget, aligning financial strategy with organizational goals. Optimized resource allocation and reduced operational costs while maintaining delivery efficiency.

Standards and Compliance: Led initiatives to achieve **SOC 2 certification** and **portal accessibility compliance**, enhancing security, regulatory alignment, and customer trust.

Agile and SAFe Delivery: Implemented **SAFe Agile** frameworks and led sprint planning, retrospectives, and PI ceremonies, boosting collaboration, transparency, and delivery velocity by 15%.

AWS & Cloud Transformation: Directed the **cloud migration** of the product to a **scalable SaaS platform** using **AWS** and **microservice architecture**, improving reliability, automation, and scalability.

Team Leadership: Recruited, coached, and mentored high-performing software engineers, fostering a culture of learning and accountability. Guided career growth and skill development through regular feedback and technical mentorship. Encouraged cross-training to boost team versatility, collaboration, and delivery excellence.

Professional Experience

Nationwide Appraisals Services, Markham, ON

Manager, Software Engineering – Digital Transformation   **Jan 2024 – Present**

- Led the **cloud migration of legacy systems**, improving scalability, reliability, and reducing operational costs.

- Defined strategies and executed **cloud adoption across AWS and Google**.

- Collaborated with business and technical stakeholders to align initiatives with business objectives, driving **digital innovation and competitive advantage**.

- Implemented **best practices for cloud-native development, containerized deployment, and monitoring** to optimize performance.

- Mentored development teams, fostering a culture of **innovation, accountability, and continuous learning**.

Manager, Software Engineering / Solution Architect   **Jun 2019 – Present**

- Modernized the **Appraisal Management System**, achieving **30% reduction in processing time** and **40% fewer data errors**.

- Architected enterprise solutions using **Spring Boot, Spring Security, JWT, Spring Data JPA, MySQL**, enabling seamless cross platform integration with multiple financial institutions.

- Directed development of **13 mortgage valuation workflows** using **AEM Adaptive Forms**, replacing legacy systems with automated, data-driven solutions.

- Led cross-functional teams of **6–12 members**, overseeing project scope, execution, and delivery to enhance system reliability and drive higher client satisfaction in **Canada and Latin America**.

Nationwide Recovery Services, Markham, ON

Development Manager / Solution Architect   **Nov 2017 – May 2019**

- Designed and implemented the first **workflow management system for distressed mortgage assets**, increasing operational efficiency by **35%** and reducing resolution time by **25%**.

- Led a cross-functional team of developers and QA engineers through the **full SDLC using Agile methodologies**.

- Championed **technology improvement initiatives, client relationship management, and team development**, boosting productivity and business growth.

- Coordinated with PMO and Solution Delivery managers and Production Support teams to support deliverables, bug resolution for Production issues. Continuous Process improvement for better estimates accuracy, risk assessment and predictions.

Senior Java Developer (Lead)   Dec 2010 – Oct 2017

- Developed 10-swim lane asynchronous **BPM workflows** using JBPM for Canadian and Caribbean jurisdictions.

- Built web applications with **J2EE, SEAM MVC, RichFaces, PrimeFaces, JPA-MySQ**L, and integrated with external systems via **IBM MQ**.

- Conducted code peer reviews, unit test reviews, and participated in acceptance testing to meet business requirements.

- Led a team of 5–6 professionals in Canada, architecting solution,defining scope, execution, and delivery to strengthen system reliability and elevate client satisfaction

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Education

BS in Computer Science, University of Windsor, ON, Canada

Tech Skills

Full Stack Java	Spring/Spring Boot	Sprint security	Spring Data	SEAM (REST/SOAP)
JPA Hibernate	NodeJS	(REST/SOAP)	Micro Services,	ExpressJS
Angular/React/Javascript, JSP	Servlet	Bootstrape	TypeScript	Jquery AJAX JSON
HTML5 Oracle (PLSQL)	MySQL MongoDB	Data Warehouse & Mining		API Application
Development	B2B Software	Software Engineering	LLM Agentic AI	AI Workflow Tools
MCP RAG	Client/Server	Framework Maven	Javascript Jquery	JSON Node.JS
Python Reactjs	Software Development	Adobe AEM Threading	Typescript	XML Data
Cleaning	Database	Microsoft Access Access Database Mysql	JDBC Oracle Hibernate	
JSP JSF Servlet Spring MVC		Artificial Intelligence	Data Analytics	Machine Learning
Mongodb	Natural Language Processing NLP GitHub GitLab Tomcat		SOAP Android Model-View	
Controller	MVC User Interface OpenAi	CrueAI Tools AWS	Docker Kubernetes	
Openshift	AJAX HTML HTML5	Microservices REST WEB API	Agile Agile	

Methodology   Confluence JIRA Angularjs   IOS Model View Controller   JWT Authentication

N-Tier BERT   Linux   OpenAI SDK   LangChain4J