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### **Experience Profile**

- 20 yrs of work experience
- Worked with distinctive organisations for long stints (Trilogy, Microsoft, Flipkart, Udhyaam)
- Gained significant experience in diverse roles (Software Engineering, Tech Management, Analytics, HR, Non-Profits, Entrepreneur & Intrapreneur)
- Built multiple teams of passionate professionals from strong & varied backgrounds: Engineers, MBA, HR and Impact Space
- Entrepreneurial - couple of endeavours (albeit unsuccessful); worked in startups & in early stages of now large organizations as well as large organizations.

### **Present & Past: Roles and Responsibilities**

#### **Leadership Role @ Udhyaam Learning Foundation**

**Sep 2017 - Aug 2020**

Udhyaam is a non-profit startup with a large ambition to make the nation entrepreneurial

- Joined to pursue the vision of helping nano entrepreneurs ('Vyapaari's) to scale and succeed.
- Started and led Udhyaam Vyapaar to pursue this vision.
- Hired and grew a diverse team of professionals who operated with high autonomy.
- Started off with One-on-One interactions with street vendors and other nano-entrepreneurs
- Experienced and worked through 'Valley of Death' where none of our hypotheses and interventions were working or were working at a very low efficacy.
- Used on the ground learnings to create other offerings that worked at higher scale
  - entrepreneurial mindset interventions in groups
  - low cost feet on the ground for lower cost one-on-one interactions
  - focus on business lines
  - focus on product interventions
- Udhyaam Vyapaar reached approximately 2000 entrepreneurs and helped 1000 entrepreneurs create income uplift

Significant contribution to Udhyaam beyond Vyapaar: hiring, setting up robust performance management process.

Significant growth as people leader in order to bring together result-orientation of a start up & values-based talent force working in Impact space

#### **Advisory Roles | Tech Advisor to Non-Tech Founder/CEO**

- GiveIndia (A Non-Profit), Bangalore Jul 2017 - Oct 2017
- WhatsLoan (Paid): Helping with Tech Aug 2017 - Jan 2018

#### **32Crayons, Bangalore**

**Feb 2016 - Sep 2016**

##### Co-Founder

- Responsible for Engineering & Product.
- Co-owned strategy with the other co-founder who was responsible for Marketing and BizDev.
- Built a couple of iterations of three different product ideas to figure out market fit.
- Realized that we were in the wrong space & failed fast.

#### **Flipkart, Bangalore**

**Oct 2010 - Feb 2016**

##### Director - HR Analytics, Technology and Systems

Jul 2015 - Feb 2016

##### Associate Director - Systems, Analytics and Programs for HR

Feb 2014 - Jun 2015

- Identified several problem areas in HR that could be solved by tech, conceptualised products for the same.
- Setup a tech team in HR and initiated development of multiple products.
- Completed migration to the new HRMS (SuccessFactors) - a significant milestone.
- Led the selection and implementation and adoption of a unified Applicant Tracking System.
- Setup Analytics function for HR: Partnered with HR Leadership to increase visibility and usage of data.
- Setup HR Systems team and led the implementation of SuccessFactors, a full fledged HRMS.
- Drove several horizontal programs in HR: Design, running of Management Trainee program is notable one

**Associate Director - Analytics for Categories, Marketplace and Finance**

Aug 2012 - Jan 2014

- Scaled home grown BI Platform to support Reporting and Analytics for rapidly growing data and user base.
- Led the Analytics partnering function: Supported Finance, Categories, Marketplace Business Units.
- Analytics for Multiple Areas: Profit and Loss, Promise Fulfilment, Detailed Business Review Dashboards.

**Engineering Manager - Data Platform**

Jan 2011 - Jul 2012

**Lead Engineer - Analytics**

Oct 2010 - Dec 2010

- First Hire for Analytics at Flipkart. Setup the engineering team to build a data platform.
- Explored various technologies for building a full stack data platform.
- Developed around a third party tool (QlikView) to build a home-grown BI Platform.

**SuccessFactors, Bangalore**

**Nov 2009 - Nov 2010**

Role: Lead Engineer

- Managed a team of 6 (4 Dev, 2 QA) and made several product releases.
- Worked with Product Managers to define and scope upcoming releases.
- Developed country specificity infrastructure for SF Employee Central.

**Microsoft, Hyderabad**    Role: Software Design Engineer II

**Feb 2007 – Oct 2009**

- Developed Easy Assist V2, a remote assistance tool.
- Created LASR, a tool for measuring app-sharing latency. Made internal Invention Disclosure for the same.
- Developed complex enhancements to Application Sharing Functionality.

**Riya (Acquired by Google, Bangalore) ; Role: Tech Lead**

**Mar 2006 - Jan 2007**

- Led two dev teams: ImageSearch Indexing Team and UI Team
- Proposed several features for [Like.com](http://Like.com), received buy-in from VP-Eng & CEO, built and released them.
- Developed a scalable infrastructure for image search indexing for [Like.com](http://Like.com).

**Entrepreneurial Venture:** Non-Tech. Unsuccessful. Details available on request

**Sep 2005 - Feb 2006**

**Trilogy, Bangalore**

**Jun 2000 - Sep 2005**

- Roles: Software Engineer -> Senior Software Engineer -> Associate Dev. Manager
- Tech Lead for Trilogy University, 2004: Won the prestigious CEO commendation award for the same.
- Built Cache Coherency for AutoConfig Mgr (ACM), a web app for creating configuration of cars.

**Education: B. Tech, Computer Science, IIT Madras**

**Jul 1996 - Jun 2000**

**References**

- **Mekin Maheshwari**
  - Ex-Chief People Officer, Flipkart;
  - Founder, Udhyan Learning Foundation