Ramin Shahriari, MBA , MSCS

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Objective

Senior leadership role in a fast-growing company where I can leverage my leadership, management, innovation, product ownership expertise, and architectural skills to drive results and contribute to the company's and industry's advancement.

Summary of Qualifications

Seasoned Software Engineering Leader with 25 years of experience in quality software architecture and development, including 14 years in leadership roles. Proven track record in product leadership, delivering reliable, secure, and high-quality products on time in multi-location, multi-discipline agile environments, both on-premises and in the cloud.

Professional Experiences

ServiceTrade, Durham, NC   **October 2018 - Present**
Vice President of Engineering
- Developed and enhanced business and technical teams from 2018 to 2024, driving revenue growth from $4M to $50M.
- Directed infrastructure and automation strategies, growing the engineering team from 4 to 86 engineers across 9 agile teams, including on-shore, offshore, and nearshore engineers.
- Managed multiple tech stacks (LAMP, MERN, Serverless, .Net Core) and cloud platforms (AWS, Azure), overseeing developers, QA, DevOps, site reliability, architects, and development managers.
- Developed and optimized a robust, reliable, secure, and compliant software deployment ecosystem.
- Implemented engineering metrics and KPIs to support the team in continuously improving quality and efficiency, ensuring predictable delivery.
- Enabled cross-divisional collaboration and reengineered processes to enhance overall productivity.
- Established quality metrics to measure, understand, and prioritize code quality improvements, facilitating clear communication across the organization and with customers.
- Established engineering goals and KPIs in support of the company's goals and objectives.
- Conducted technical due diligence for capital investments (Frontier Growth: $10M; JMI: $85M).
- Evaluated and acquired Asurio and NorthBoundary, successfully onboarded and integrated their complementary products, retained key staff, and facilitated their growth within the larger organization. Expanded both Asurio's and NorthBoundary's engineering teams from single development teams to 3-4 multi-disciplinary teams, driving substantial business growth, including a 10x increase for NorthBoundary post-acquisition.
- Managed business relationships with third-party software vendors and represented the company to customers.
- Managed budget planning and cost management for all engineering resources, including headcount, contracts, software infrastructure cost optimizations, and infrastructure roadmap planning.

Netsertive, Morrisville, NC   **2010 - 2018**
Senior Director of Engineering   March 2018 - September 2018
Director of Engineering   2016 - 2018
- Matured the business and technical teams from 2010 to 2018, supporting revenue growth from $1M to $60M.
- Delivered reliable, high-quality, secure software from definition to delivery, support, and maintenance for all Netsertive products.
- Expanded the engineering team from 2 individuals to 7 agile teams, 5 managers, 5 architects, and a total of 50 engineers, including developers, QA, DevOps, and DBAs onshore and offshore.
- Led the transition from LAMP stack to MERN stack, moved to microservice-based architecture, and migrated from on-prem to AWS cloud.
- Managed engineering budget planning, capacity planning, resource management, and software capitalization.
- Assisted in evaluating and reviewing IP during mergers and acquisitions.

Software Development Manager   2013 - 2016
- Coached and transitioned the engineering team to agile Scrum and Kanban methodologies.

- Recruited and managed 12 software and QA engineers across 4 Scrum/Kanban teams, leading to a fivefold increase in product features within one year.
- Assisted other departments in hiring and growth, including product management, recruiting, and sales productivity.
- Promoted the internship program, resulting in 10 software interns over 6 summers, with 6 transitioning to full-time positions.
- Mentored engineers in their career development, with several advancing to management and leadership roles.
- Conducted weekly architecture and knowledge-sharing sessions.
- Formed committees and tiger teams to address process and tool challenges, fostering collaboration and teamwork.

Senior Software Engineer   2010 - 2012
- Architected, and developed tools in LAMP stack on-prem, to manage and monitor advertising campaigns using Google AdWords, Bing AdCenter, and Facebook API.
- Created development processes for all development life cycles.

Motricity, Morrisville, NC   **2006 - 2010**
Lead Software Engineer
- Managed and led developers across three offices, onshore and offshore.
- Created development processes for all life cycles in an agile framework and ensured team adoption.
- Collaborated with the management team on product pipelines and capacity planning.
- Gathered and clarified requirements to meet architectural goals and customer needs, including compliance with carriers like Verizon, AT&T, and T-Mobile.
- Architected, designed, and developed new features and enhancements for 80% of gateway components using .Net framework.
- Supported business, QA, DBA, and support teams with documentation, architectural reviews, training, and process improvements.

Prior Experiences: **1998 - 2006**
Hardware and Software Design Engineer at Servo Dynamics, Evolution Robotics, Samsung, Kimia Behris
- Developed GUI interfaces for digital servo controllers, communicating through USB (hardware, software, and firmware).
- Designed hardware and software for servo controllers.
- Improved productivity by designing and maintaining company web pages, product inventory, and documentation.
- Introduced continuous integration and unit-test frameworks for robot-controller products.
- Designed and supported control systems using microprocessors

Education

North Carolina State University, Raleigh, NC   **2013**
Jenkins Graduate School of Management.
Master of Business Administration (MBA) – Dual concentration in Entrepreneurship and Finance.

University of Southern California, Los Angeles, CA   **2004**
Masters of Science in Computer Science.
- Research Assistant – DBLab, InfoLab – Scalable .Net Infrastructure, Peer-to-Peer Networks.
- Teaching Assistant – Programming the World Wide Web.

Sharif University of Technology   **2000**
Bachelor of Science in Electrical Engineering.
- Full scholarship in number one ranked Engineering University.

Certifications

- Practical Management and Leadership Practices Certification, CAI Training   2015

- Certified Scrum Master   2010

References

available
- Paul Bock - CTO - https://www.linkedin.com/in/pbock/ - [2007-2017]
- Brian Smithwick - CTO - https://www.linkedin.com/in/briansmithwick/ - [2018-2024]
- Billy Marshals - CEO (former RedHat VP) - https://www.linkedin.com/in/billymarshall/ - [2018-2024]
- Michael Caldwell - Principal Engineer - https://www.linkedin.com/in/williammichaelcaldwell/ - [2007-2024]
- Jason Gilliam - Sr Dev Manager - https://www.linkedin.com/in/jason-gilliam-3483931/ - [2017-2024]
- Greg Bertz - Sr DevOps Manager - https://www.linkedin.com/in/greg-bertz-76a2b8a/ - [2011-2024]
- Thomas Clark - Sr Dev Manager - https://www.linkedin.com/in/williamthomasclark/ - [2014-2024]
- Eric Burns - Principal Engineer - https://www.linkedin.com/in/ericwburns/ - [2018-2024]
- Amy Rpbertson - CPO (former RedHat VP) - https://www.linkedin.com/in/amy-robertson-soul-advantage/ - [2022-2024]