Ramesh Nelikil

724-407-3897 | rstnelikil@gmail.com | LinkedIn

SUMMARY

Strategic Technology & Business Leader with 25+ years of experience driving engineering and product strategy across healthcare and supply chain. Skilled at overseeing the full product lifecycle, ensuring compliance, operational excellence, and profitable growth. Proven track record of defining product vision, aligning global teams, and delivering AI-enabled, cost-efficient platforms that improve scalability and customer outcomes. Recognized for building high-performing teams and managing budgets with accountability.

KEY SKILLS

- **Customer focus, results orientation**, and **strategic planning** with a proven track record of **driving transformational change**.

- **Deep product lifecycle expertise** combined with **analytical and problem-solving strengths** to align technology with business outcomes.

- **Technology leadership in AI-led transformation**, cloud architecture, and operational excellence through observability and automation.

- **Technical Depth** in software engineering, system architecture, and hands-on expertise with various technologies and cloud-native platforms.

- **Strong leadership, communication, and talent development** skills - experienced in building and mentoring high-performing global teams.

- **Quick Adaptability & Continuous Learning** – Rapidly ramp up in new domains, embrace change, and apply emerging technologies effectively. Recently championed AI adoption, delivering solutions for key Engineering use cases that improved speed and efficiency.

PROFESSIONAL EXPERIENCE

Software Engineering Director – *Nike Inc. | Beaverton, OR | May 2022 – Sep 2025*

- **Defined and executed a global technology roadmap** for the Order Fulfillment domain, aligning with business strategy to support nearly 30% of Nike's digital revenue while enabling scalability, automation, and growth.

- **Modernized the fulfillment platform**, consolidating 100+ microservices into a streamlined architecture—reducing cloud spend by 30%, cutting maintenance costs by 40%, and delivering ~$1.2M in annual savings.

- **Partnered with product and business leaders** across U.S., China, Asia, and Europe to shape product vision and priorities, ensuring alignment of technology delivery with customer needs and enterprise goals.

- **Led cloud migrations of on-prem solutions**, aligning with Nike's cloud adoption strategy to improve scalability, reduce technical debt, and simplify long-term maintenance.

- **Championed innovation** via AI adoption and automation, leveraging GitHub Copilot and AI agents to accelerate testing, automate repository upgrades (reducing cycle time from 4 weeks to 3 days), and set the foundation for future innovation.

- **Built and coached high-performing global teams**, fostering a culture of empowerment, engagement, and continuous improvement—recognized with High Performer awards two consecutive years.

- Leveraged **strategic networking** with senior leadership to gather feedback and drive continuous improvement initiatives, enhancing alignment with organizational goals.

Software Engineering Director – *HM Health Solutions | Pittsburgh, PA | Dec 2021 – Apr 2022*

- **Led strategic platform initiatives** to support enterprise growth, architecting and delivering a healthcare configuration tool that cut onboarding time by 30% (12 to 8 months) and generated ~$5M in savings per large customer.

- **Drove adoption of the enterprise technology platform**, enabling both large and regional health insurers and expanding customer base with 2 large and 2 small successful onboardings.

- **Improved productivity and reduced costs** by implementing automation strategies across the engineering ecosystem, achieving a 25% increase in engineering efficiency and sustained cost reductions.

- **Partnered closely with business and product leadership** to translate requirements into scalable technology solutions that aligned directly with growth objectives and enterprise strategy.

Software Engineering Manager – *HM Health Solutions | Pittsburgh, PA | Oct 2015 – Nov 2021*

- **Led the high-risk migration** of a critical government billing system (~$3B annual revenue) from legacy technology to a modern stack, ensuring uninterrupted operations while unlocking new feature development for business expansion.

- Drove **technology modernization initiatives** across the platform, including re-architecture and code refactoring, resulting in a 30% reduction in maintenance costs and a 20% decrease in support costs.

- Championed **engineering best practices** and modernization strategies to increase platform stability, scalability, and long-term sustainability.

- **Transformed a broken team culture into a high-performing**, engaged unit by rebuilding trust, promoting open communication, and fostering accountability—resulting in stronger collaboration, reduced attrition, and measurable improvements in delivery outcomes.

Software Architect → Sr. Software Architect – *Highmark, Inc. | Pittsburgh, PA | Jun 2007 – Sep 2015*

- **Served as Technology Architect** across multiple healthcare domains, partnering with business and engineering leaders to define modernization strategy and execution.

- Played a **pivotal role in a 5-year legacy modernization program**, deprecating core mainframe features and migrating them into scalable web-based applications and modern technology stacks, significantly reducing technical debt and operating costs.

- **Guided cross-functional teams** through architecture design, performance optimization, and integration patterns, ensuring secure and compliant solutions aligned with healthcare regulations.

- **Championed the adoption of best practices** in design patterns, reusable components, and API-led development, improving developer productivity and maintainability of critical systems.

- **Enabled cost savings and reduced technical debt** by moving critical functions to modern stacks, improving maintainability and compliance across healthcare platforms.

Software Engineer → Lead Engineer – *Highmark, Inc. | Pittsburgh, PA | Jan 2001 – May 2007*

- **Advanced from mid-level engineer to team lead** by consistently delivering high-quality solutions in the Clinical domain.

- **Led the successful migration of a mainframe-based platform to a hybrid solution** combining a vendor product and a homegrown web application, improving usability, scalability, and compliance.

- **Mentored junior engineers**, conducted peer reviews, and collaborated with business analysts and QA teams to improve delivery quality and shorten release cycles.

EDUCATION
Bachelor of Science in Mechanical Engineering