

## Sanjaya Sahu

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## OBJECTIVE

To work in a managerial or leadership role, leveraging my existing knowledge/strengths to tap higher potential and challenges that provides ample opportunities for learning and growth.

## SUMMARY OF QUALIFICATIONS

- 14 years of software engineering experience in Electronic Payments and EDA (Electronic Design Automation) domain, with strong analytical skills and a broad range of software expertise.
- Strong development experience in Java, C++, STL, C, UNIX systems with good understanding of design patterns, Databases and IC physical design concepts.
- **2+ years of PD (product development) manager experience at one of the leading product development companies, designing/architecting new products, managing the scrum team delivery and people management.**
- Played other key roles of technical architect and domain lead/owner for one of the key core domains in a product company.
- B.Tech degree in Computer Science and Engineering from REC Warangal (now known as NIT Warangal) in the year 2002 with aggregate percentage of 77.8.
- A good problem-solver, able to quickly grasp complex systems and identify opportunities for improvements and resolution of critical issues.
- An effective leader, skilled in enlisting the support of all team members in aligning with project and organizational goals.
- Demonstrated expertise in delivering complex projects under a tight schedule, using effective planning and tracking methods.
- Passionate about the work involved in and always willing to go extra miles to make sure its completion with highest quality.

## PROFESSIONAL EXPERIENCE SUMMARY

### **Ooyala India Pvt. Ltd., Chennai**

*Sr Manager, Engineering*

*Nov 2016 – till date*

**PayPal India Pvt. Ltd., Chennai**

*MTS1 Software Engineer (Development Manager)*

*April 2013 – Oct 2016*

**PayPal India Pvt. Ltd. through CSC India Pvt. Ltd, Chennai**

*Associate Manager Projects (Technical Lead)*

*Oct 2010 – till March 2013*

**Cadence Design Systems India Pvt. Ltd, Noida**

*Senior Member of Technical Staff (Lead Engineer)*

*July 2006 – Sept 2010*

**Mentor Graphics India Pvt. Ltd, Hyderabad**

*Member of Technical Staff*

*Sep 2002 – June 2006*

## **LEADERSHIP AND MANAGERIAL EXPERIENCE**

**Technical Leadership**

Played lead architect role for core money movement platform in the refund/reversal subdomain, designing solution for many complex features. Established solid systems keeping in mind the long-term architecture, with consensus and accolades from product managers and architects from other domains. Redesigned one of the core complex legacy subsystem to improve time to market by ~30% and reducing code complexity by half.

**Program Management**

Managed couple of high priority projects in tight schedule, managing stakeholders across multiple domains, scheduling, resourcing, risk and mitigation planning, program reporting to senior management and ensuring timely feature delivery.

**People Management**

Managed a team of 10 engineers providing them constant feedback, motivating them, taking care of their developmental needs, managing conflicts between them, performing appraisal.

## **EDUCATION AND TECHNICAL SKILLS**

B.Tech, Computer Science and Engineering, NIT Warangal, A.P.

Completed in 2002 with 77.8% (Rank 10<sup>th</sup> in a class of 67)

## **Technical Skills:**

Programming Languages: C++, C, Java, Spring, J2EE basics, Python, Node.js (basic), Ruby (basic), Shell Script

Design/Process: OOAD, Design Patterns, Agile Methodology, Scrum Framework, UML Modeling, Sequence diagrams

Operating Systems: UNIX (Linux, Solaris, AIX), Windows, Mac

Source code Mgmt: Git, CVS, Clearcase

IDEs/Profiling Tools: Microsoft Visual Studio, Rational Pure Coverage, Rational Purify, Rational Quantify, Gcov, Gprof, Valgrind, Sun Collector

Special softwares/concepts: STL, Databases, Multithreading, SOA, REST, No SQL db basics from Cassandra and Couchbase.

Project management tools: Microsoft Project

## **ACHIEVEMENTS AND EXTRA CURRICULAR ACTIVITIES**

- Presented a paper titled “What’s possible with Scripting in DxDesigner” in Mentor Graphics’ Users conference named “U2U 2005” held in Santa Clara, USA in April 2005.
- Submitted a paper on the new Mixed Signal flow in the Cadence India’s internal technical conference named “TECCI” in 2008.
- Submitted a paper related to the on-the-fly abstract generation technique in TECCI 2009.
- I have received “shining star” award at PayPal 3 times for exemplary leadership and contribution to important projects.
- I have received instant recognition awards three times in PayPal, five times in Cadence and twice in Mentor Graphics for extra-ordinary/exemplary contributions.
- I was part of the MACS (Make a child smile) group in Cadence that organizes various activities to help under-privileged children.
- I was one of the few students to receive merit scholarships in NIT Warangal during my B.Tech programme.
- Worked as one of the editors for the computer science magazine during my B.Tech programme.
- I secured 7<sup>th</sup> rank in Orissa Joint Entrance Examination in the year 1998.

## DETAILED PROFESSIONAL EXPERIENCE

### **Ooyala India Pvt Ltd Chennai**

*Senior Manager, Engineering*

*Nov 2016 - till date*

- Joined as senior manager for GES (Global Engineering Services) team.
- Primary responsibility is to design and deliver solutions for Ooyala customers on their specific requirements apart from what's there in the core set of Ooyala products.
- I am responsible for both design of the solutions plus to make sure that delivery happens on time, as per schedule and with top quality. Around 10 engineers will report to me.
- Ooyala just started operations in Chennai some 3-4 months back, so teams are getting built/hired. I am the first one to join in this team. My primary responsibility so far has been to hire rest of the engineers for my team and to make sure they are ramped up fast to be able to contribute on projects. So far, we have been able to roll out offers to 3 engineers.

### **PayPal India Pvt Ltd, Chennai**

*MTS1 Software Engineer (Development Manager)*

*May 2015 – Oct 2016*

- Worked as a PD (product development) manager for past 18 months in the Transaction Engine (TE) domain within core payments.
- In this domain, we are owner of multiple mid-tier services, some on C++ ; some on Java/J2EE using spring, hibernate ; As part of the business or platform requirements, we keep adding new functionalities to these services and occasionally add new component/package as well.
- As a PD manager, I collaborate with product managers, architects from various domains, engineers to design solutions for various new projects/features and get them implemented with a team using agile scrum methodology.
- I am responsible for on-time delivery of the project/feature from my domain, making use of 10 engineers in the team; making sure the product/feature quality is of highest standard.
- I am responsible for performance appraisal of the 10 engineers in the team; motivating them throughout, managing conflicts, taking care of their career goals and developmental needs
- I have worked on 3 critical projects within last 12 months, all on tight schedules, delivering them with good quality, earning recognition from senior management.
- Designed and delivered a scalable solution for marketplace integration when couple of new integration requests came from Etsy and Intuit. Both of the marketplace requirements were around a number of non-loginable child accounts receiving payments but a parent account controlling them

and money getting withdrawn through it. Traditional MAM (merchant account management) solution had a bottleneck of not scaling beyond 10000 child accounts whereas the new integrations required child accounts in millions. New solution was designed to not perform real-time update of balance but using a payable concept that made accounting and settlement an easy job.

- This feature was scoped to be of 6 sprints of work, but we were given 4 sprints to deliver it and I could plan and execute it effectively to complete within the given time. It was one of the projects that started taking 100% traffic much sooner than other features and quality on live has been fantastic.
- Identified and implemented a series of compliance gaps in various flows that caused serious threat to PayPal from OFAC point of view. It needed us to fix all those before April 2016 so as for PayPal to not incur heavy penalties. With commitments from the entire team and couple of loaned resources, we completed this in about 2.5 sprints just in time to make sure PayPal is compliant with all regulatory requirements.
- Delivered a feature implementation around Recoupment to help eBay reduce their losses that were happening from their dispute management flows. This is expected to provide them a saving of 12M annually. New implementation makes sure all kind of merchant balances are taken in consideration while processing a recoupment, to make sure eBay reliably is able to recover money equivalent to the amount they would have paid already to buyers.

## **PayPal India Pvt Ltd, Chennai**

*MTS1 Software Engineer at PayPal, Associate Manager-Projects at CSC (Technical Lead position)*

*Oct 2010 – till April 2015*

- Worked as contractor for first two years through CSC India Pvt Ltd and then got converted to a FTE (Full Time Employee) after getting recognition for many projects and clearing a tough bar raiser interview process.
- Worked as a Domain Tech Lead (DTL) in the Payment Fulfillment Infrastructure (PFI) team that is responsible for the core of money movement operations in PayPal system. As a DTL, I provided technical guidance and direction to about 12 engineers in the “Refund and Reversal” and “Delayed Payments” sub-domains, identifying and implementing quality improvement initiatives. As a DTL, I was to get involved for any feature requests or other significant changes around these sub-domains, designing and documenting solutions, hashing out dependencies among other teams etc.
- In this domain, we are owner of multiple mid-tier services, some on C++ ; some on Java/J2EE using spring, hibernate ; As part of the business or platform requirements, we keep adding new functionalities to these services and occasionally add new component/package as well.

- I had been part of several next-gen projects at PayPal, executing them with excellent quality.
- As a DTL, I evaluated requirements of all projects; worked with product, architects and cross-vertical teams to provide solution for my sub-domain (documenting them in a High Level Design (HLD) document). While engineers implemented the solution, I review their class design, code every week and provide other technical guidance to the team, helping them understand the solution and implement it effectively.
- As a DTL, I identified/proposed quality improvement tasks in my sub-domain and worked with a team to deliver them. Some of the improvements I had done include (1) refactoring the code to make it easily understandable, flexible for extension and unit-testable (2) Adding proper logging information to help with debugging of live issues (3) increasing code coverage through gmock Unit Tests. (4) Gathering metric data for the sub-domain and analysis of it to proactively solve existing issues. These have given great returns in terms of reducing live issues and easy maintenance of the code.
- Worked as DTL for “Cancel Refund” feature. Designed the solution after many discussion with products through which we wanted to provide a Cancel feature for Refunds, which was not existing so far in PayPal world. This was needed for some merchants in offline world and was estimated to bring on board few of those merchants with revenue projections of around 2M every year.
- Designed and implemented solution to some of the long lasting merchant pain points in Refunds and Reversals (Provide accurate refund status to users, Refund limits, allow refunds to locked accounts etc.)
- Worked as DTL for Touchstone-PLCC feature. This feature targeted to support PLCC (Private Label Credit Card) as a method of payment for offline or POS (point of sale) transactions. As a DTL, I devised and owned the design/solution from PFI and provided technical guidance to the team implementing and testing the solution.
- Worked as DTL for Touchstone-PAP (Pay after Purchase) and PAD (Pay after Delivery) features. Both these features went live few years back and there were a lot of new requests coming up for changing the behavior in as per feedback obtained from the users. As a DTL, I reviewed all these requests, worked with cross-vertical teams to devise a solution and helped engineers implement it.
- Worked as Dev lead for the Global Shipping Platform (GSP) project, the responsibilities of which included
  - Owned the complete deliverable from PFI.
  - Helped designing the solution by collaborating with DTLs and cross-domain teams.
  - Led a team of engineers guiding them with the implementation and testing, reviewing their code, addressing their coding/design issues, making sure the changes are done as per committed timelines.

- Worked as overall Dev lead for Touchstone Latency Phase 2 project with the following significant achievements.
  - As part of this feature we improved latency of POS (Point of Sale) transactions by deferring CC authorization and built a system to recover money from secondary funding sources when primary funding source fails.
  - Helped design the PFI solution by collaborating with DTLs, architects and other cross-vertical teams.
  - Reviewed the design from other teams and provided important feedback to align them with the overall solution.
  - Led a team of engineers helping them with the implementation and testing, reviewing their code, addressing coding/design issues, making sure the changes are done as per committed timelines.
  - Motivated the team to go extra mile in making sure that quality is maintained in highest form, which resulted in developing and executing many dev testcases, at par with QA.
  - As a person who understood the functionality thoroughly from all cross-vertical teams, I conducted demo to QA and PMs, running the end-to-end flow and showing the changed functionality from all teams.
  - Collaborated with QA, providing them continuous inputs on their testing strategy to make sure good quality testing was done.
  - Was awarded a team level shining star award for exemplary execution of the project.
- Worked as a developer for Pay after Delivery (PAD) feature.
  - My first project in PayPal, in which we built a system providing ability for buyers to make payment 14 days after purchase.
  - Contributed significantly in design discussions and implemented the required code changes with good quality.
- Worked as a developer for feature “Payments 2.0 – Card based use cases”
  - Was part of the team for a brief period during which I helped with design and analysis of the Payments 2.0 support for card based use-cases.

## **Cadence Design Systems India Pvt Ltd, Noida**

*Senior Member of Technical Staff (Lead Engineer)*

*July 2006 – Sept 2010*

- I have worked as developer for the OA (OpenAccess) based flows in the Encounter digital implementation platform. OpenAccess provides an infrastructure to promote the interoperability of EDA applications and design data.

- Implemented missing functionalities in the OA based flows to enable the smooth working of DMS (Digital-centric Mixed Signal) flow, the latest offering from Cadence for mixed signal chip designing.
  - Worked on a new feature named “On-the-fly abstract generation” which was to enable mixed signal designers import designs in Encounter without having the need for them to create/update abstracts at each and every step.
  - Did several improvements in the existing code for users to be able to perform STA (Static Timing Analysis) on their mixed signal designs.
  - Led a team of two engineers helping them understand the flow and reviewing their code.
- Designed and implemented the current offering of Mixed Signal Design solution based on OpenAccess database (Flow internally known as “Beaujolais”).
  - Designed the solution in collaboration with cross-vertical teams, architects and PMs.
  - Developed the functional spec from the SOC Encounter (a market leader for physical design in digital IC world) side.
  - Implemented the solution with good quality, which enabled the team to receive a Cadence company level (PTO) award for the new solution.
- Improved performance of OpenAccess based save/restore.
  - Analyzed the performance bottlenecks in the OpenAccess based save/restore (called saveOa and restoreOa) as compared to native save/restore in SOC Encounter platform, identified potential areas for improvement and implemented them to improve the performance by 50%.
  - This required rigorous analysis of profiling data and digging into various APIs belonging to other groups, suggesting or implementing new algorithms in those APIs for better performance.
- Implemented a lot of missing functionality in the OpenAccess based save/restore methods to make them of production quality that can be offered to customers for use.
- Have worked primarily in C++, C and Tcl on UNIX platforms.
- Improved the software quality process by devising new coding standards, new solutions for the regression cycles, efficient code reviews, knowledge sharing etc. Also improved code quality and stability significantly by fixing memory related problems (identified using valgrind) and by increasing the code coverage after analysis of code using gcov.

## **Mentor Graphics India Pvt. Ltd, Hyderabad**

*Member of Technical Staff*

*Sep 2002 – June 2006*



- Designed and implemented the BoardStation XE set of products, a new integration of two different proven technologies for PCB designing.
  - Quickly prototyped and demonstrated a small piece of module to prove that an integration of BoardStation and Expedition set of products is possible that will help users design their boards with better productivity.
  - Solved few performance bottlenecks in the module to make sure that the integration works with better performance than the existing solution.
  - Was part of discussions with cross-functional teams regarding the evolution of this integration and implemented several other functionalities to make the integration possible.
  - Developed functional specifications and design documents for the integration.
  - Worked in C++ with STL, MFC on Windows platform.
- Implemented the new architecture of BoardStation-RE interface to make it faster.
  - Replaced the file based data transfer between two products (BoardStation and RE) with a shared memory based data transfer for improved performance. This required adding a complete set of capability in RE for reading data from an in-memory database.
  - Fixed a number of existing bugs to make sure that the data transfer happens reliably without any loss of data.
  - Worked in C++ with STL, C, and MFC on Windows and UNIX platforms.
- Designed and implemented a whole set of new functionalities in the DxDesigner set of products.
  - DxDesigner is a front-end schematic entry tool in the PCB flow that was inherited by Mentor from the acquisition of innoveda at that time.
  - Was part of a team that implemented a lot of new functionalities to integrate it with other existing back-end design tools from Mentor Graphics.
  - Implemented new GUI features in the application for intuitive user interaction and easy integration with other applications used in the flow.
  - Developed and owned a new database saving mechanism for seamless integration of DxDesigner with other set of products. This was required to make DxDesigner part of a new Enterprise flow.
  - Fixed numerous bugs in the product to make it robust and of sound quality.
  - Ported the product and all its related modules to Linux using Mainwin and solved lot of issues arising due to the difference in architecture.
  - Worked in C++ with STL, C, MFC, COM, ATL on Windows and UNIX platforms.

