Sid Nair

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I'm a senior engineering manager experienced in leading fast-moving teams on consumer and enterprise high-scale distributed systems and full-stack web applications.

Recent Experience

Personal Sabbatical Aug 2023 - Present

Datadog, Remote & New York 2019 - 2023
Senior Engineering Manager April 2022 - July 2023
Engineering Manager May 2019 - March 2022

- Joined to create the Referential Data Platform, which collects user-provided metadata and cloud resources (e.g. hosts, containers, and serverless functions) and exposes them to other Datadog teams via key-value, SQL, streaming, and batch APIs. Previously, this data was either not easily accessible by product teams or not collected at all.
- Led my team in architecting and building the end-to-end platform and MVPs of several integrating products, which I helped spin off into separately managed product teams.
- Defined and executed on the platform's engineering roadmap. Worked with product managers and engineering leads on partner teams to understand their needs and establish timelines and goals. Presented quarterly OKRs to the C-suite and VPs and presented the roadmap at company-wide engineering and product all-hands.
- As the platform grew into several teams, I began managing managers and was responsible for 16 engineers by my departure. My teams were responsible for defining and enforcing resource taxonomy, reliably and efficiently ingesting resources, providing a source-of-truth storage system, publishing streaming and query APIs, building web UIs, and supporting integrating teams.
- As a senior manager, I reorganized my teams to be more effective as the platform grew and our requirements shifted. I also established a process for regular career growth check-ins and was responsible for performance reviews, promotion and salary recommendations, and recruiting and hiring.
- My teams' intake and streaming systems processed 700k items per second, with a p99 of 70ms and an availability SLO of three 9s. Our key-value API supported 600k resolutions per second with a p99 of 5ms.
- The platform powered many revenue-generating products and features which would otherwise have required significantly more time and money to deliver and maintain. These included the Compliance, Threat Intelligence, Resource Catalog, and Reference Tables products, and features within Service Catalog, Cloud Cost Management, Networks, Vulnerability Management, and Database Monitoring.

Segovia, New York 2015 - 2019
Lead Software Engineer June 2015 - May 2019

- Led engineering teams on a range of critical projects; worked with leads across functions to set roadmap, established sprint and planning processes, managed engineering recruiting pipeline, and wrote huge amount of code.
- Led team of four on end-to-end development of Taptap Send, a React Native mobile app for immigrants sending money to their home countries, from its inception in Dec 2017 to May 2019. Wrote the entire frontend personally and managed backend development. Made key architectural decisions and established best practices around code structure, testing, API patterns and versioning, app release process, and more.
- Managed the Taptap Send product, writing specs for key flows including the signup and payment flows and reviewing specs for the rest of the app. Helped coordinate with brand and product designers to establish design language and UI/UX. Developed metrics and analytics systems and set up dashboards and funnels to track user behavior to inform the roadmap post-launch.
- Led team of three engineers building a web platform for our payment portal, which supports payment distribution, financial reconciliation, and account management. Wrote most of the frontend code, wrote product specs for core features including multi-step payments with approvals, and reviewed UI designs.
- Architected and built frontend as sole frontend engineer and later led team of four engineers across the stack for 1.5 years building Segovia's NGO platform for humanitarian programs. The product was used to pay tens of millions of dollars to hundreds of thousands of beneficiaries in challenging environments in Nigeria, Kenya, Uganda, Rwanda, and more.

Foursquare, New York 2012-2015
Senior Software Engineer June 2014 - June 2015
Software Engineer June 2012 - June 2014

- Leader on the web team: help set company-wide goals and projects, made key architectural decisions, and provided guidance to other engineers.
- One of the most prolific contributors to the codebase; worked extensively on all levels of the stack, from backend servers to the Android app.
- Initiated and led major projects, such as redesigns of the most heavily trafficked app screens and web pages, a web SEO audit, and performance improvements. Worked closely with other teams to champion product changes outside my team's domain.
- Established and evangelized organization-wide engineering best practices.
- Built the home and search screens in the redesigned Foursquare Android app: worked with designers to establish UX, led mobile implementation, and designed and developed supporting API endpoints.

Previous Experience

- **Codecademy, Contractor** (August 2011 - January 2012). Worked as second developer on the team, helping to design the UI, architect the backend, and write lessons pre-launch and to address scaling issues and establish code quality guidelines post-launch.
- **Google, Software Engineering Intern** (June 2011 - August 2011). Worked on the Google+ signup and welcome team. Focused on launch-blocking bugs pre-launch and identified and analyzed causes of drop-off and attrition post-launch.

Education

Columbia University May 2012
Bachelor of Arts, Computer Science, *summa cum laude*, 4.00 GPA
Computer Science Department Award winner, Phi Beta Kappa

Publications

Transparent mutable replay for multicore debugging and patch validation, Nicolas Viennot, Sid Nair, Jason Nieh (*ASPLOS, 2013*). Linux kernel implementation of a novel mechanism called mutable replay, which enables reproducing non-deterministic bugs with retroactive debugging.

Technologies Used

- Languages & Frameworks: JavaScript & TypeScript (React, Redux, React Native, NodeJS), Go, Kotlin, Java, Python, Scala, Ruby
- Databases: Postgres, Redis, Cassandra, MongoDB, Elasticsearch
- Platforms & Tools: AWS, GCP, Azure, Kafka, Flink, Kubernetes, Docker, Linux