

Over 20 years of software engineering experience, with 10+ years as engineering lead / manager. I'm looking for a challenging senior engineering lead position to apply my extensive expertise to contribute substantially to the success and growth of your esteemed company.

SKILLS

- **Full-Stack Engineering Experiences:** Extensive background in software development, automation, and proficient escalation handling to ensure seamless project execution.
- **Problem-Solving & Collaboration:** Skilled at tackling complex issues, collaborating across functions to create effective, integrated solutions.
- **Leadership & Change Management:** Proven leadership abilities, adept at driving organizational change, fostering teamwork, and influencing stakeholders across departments.
- **Team Formation & Cultivation:** Expert in rapidly assembling and leading high-performing, cross-functional teams from scratch (which expanded to 30+ in size at peak). Proficient in aligning diverse talents through shared objectives, maintaining accountability, and nurturing trust, enabling teams to consistently deliver exceptional outcomes.
- **Communication:** Fluent in English and Mandarin, with strong verbal and written communication skills for effective cross-cultural and cross-region (US-China-India) communication.

PROFESSIONAL EXPERIENCE

10/2015 – present Senior Development Manager **Veritas Technologies** (Beijing) Co., Ltd.

- Lead multiple Scrum teams to develop and deliver end-to-end solutions in NetBackup, MSDP and Deduplication domains, while effectively managing critical customer escalations.
- Drove high-performance teams to consistently deliver high quality products on schedule through strategic supervision and motivation.

01/2008 – 09/2015 **Symantec Software** (Beijing) Co., Ltd.

04/2012 – 09/2015 Senior Development Manager

- Lead pioneer scrum teams during Agile development transformation
- Hire, retain and motivate top talents during turbulence period

07/2009 – 03/2012 Development Supervisor & Manager

- Build up multi-functional teams (development and customer focus) quickly from scratch
- Mentor and cultivate high performance team from very beginning

01/2008 – 06/2009 Senior Software Engineer

- Implement Java version of Management and Reporting portal for PureDisk
- Design and implement v1.0 of MSDP for NetBackup based on PureDisk deduplication engine

07/2002 – 12/2007 Software Engineer **Sun Microsystems** (China) Co., Ltd.

- Design and implement the Accessibility module for Mozilla web browser
- Design and implement a Testing Automation Framework for Solaris Desktop
- Lead a team to consolidate and open source all Solaris Localization workspaces onto OpenSolaris.org community

EDUCATION

M. S.	Pattern Recognition and Intelligent Systems	Tsinghua University, 2002
B. E.	Automation	Tsinghua University, 1999

CERTIFICATIONS / PUBLICATIONS

- Co-author of **US Patent** (PN/10,915,260): *Dual-Mode Deduplication Based on Backup History*, Feb 2021
- Architecting on AWS, by AWS Training, Feb 2018
- Certified Scrum Master (CSM), by Scrum Alliance, Jan 2014

HONORS

- **Symantec Top Talent**, Apr 2010
Award to top 10% employees globally each year
- **Sun China ERI Star**, Jun 2007
Award to 10 employees out of 400 in local branch each year