**SANDEEP KUMAR AGGARWAL**

Director of Software Engineering | Engineering Mind, Leadership Heart

📍 Bengaluru, India | 📧 skaggarwal1984@gmail.com | 🔗 LinkedIn: linkedin.com/in/sandeep-kumar-aggarwal-ba022555/ | 🌐 [learnsharelead.com](http://learnsharelead.com)

**🚀 Executive Summary**

Engineering leader with 18+ years of leadership experience across enterprise-scale platforms. Director at Lowe’s, overseeing 60+ engineers & 3+ senior engineering managers across Personalization, Recommendation, and My Home Platform. Globally recognized for building top-performing teams, driving large-scale architectural transformations, and exhibiting servant leadership. Passionate about people, technology, and product - consistently exceeding expectations. Known for engineering mind, leadership heart and servant leadership

**💡 Key Skills & Competencies**

* Engineering Leadership: Built 3 high-impact products from scratch; led 60+ engineers & 3+ senior managers in last 4 years
* Full Stack Expertise: Java, Spring, React, Python, Kafka, Apache Beam, GCP, Cassandra, Elastic Search, MongoDB, Big Query
* Architecture & Platform Vision: Designed & scaled distributed, cloud-native systems from ground up
* People Development: Champion of growth, mentorship, productivity, training, and recognition initiatives
* Org-wide Impact: Led VP org programs in security, compliance, cost optimization & enterprise OKRs
* Servant Leadership: Empathetic, ego-free, trusted by teams, peers, and executives alike
* Talent Development: Full day trainings, mentorship to build org talent

**🏆 Career Highlights**

Director – Software Engineering, Lowe’s India | 2022 – Present

* Built 3 product-aligned teams (Personalization, Recommendation, My Home) where scaled teams from zero to 60+ engineers
* Rated as exceed expectations year on year with 99% team score in annual surveys, top standing in all engineering digital boards
* Architected high-scale systems powering millions of personalized customer journeys
* Delivered best-in-org metrics in velocity, quality, and satisfaction; recognized across VP org
* Led enterprise-wide compliance, security efforts—directly influencing $MM efficiencies
* Conducted org-wide leadership trainings; steward of recognition, talent growth & culture uplift

Sr. Engineering Manager, Lowe’s India | 2020 – 2022

* Started with leading US team of 15 engineers, and built up team in India from zero
* Took ownership of software engineering, data engineering, and data science, and delivered 3 pillars of personalization product
* Great journey with building team with campus hires & SE Lateral hires, and scaled them

Specialist Master &, Previous Roles | 2006 – 2020

* Spearheaded delivery of multiple enterprise applications with agile teams and modern stacks
* Known as go-to leader for technical guidance, delivery ownership, and people-first management
* Built site with best content experience & search for the product technical documents for leading tech company

**🏅 Recognition & Impact**

* Exceeds Expectations Performance Ratings - year on year
* 99% team score in annual surveys, top standing in all engineering digital boards
* Lead Contributor to enterprise-wide leadership initiatives like talent growth, recognition culture
* Trusted by VP, peers, and cross-functional execs for empathetic, engineering, strategic and people leadership

**🎓 Education**

Himachal Pradesh University, Bachelor’s in Computer Science & Engineering