Vardan Torosyan
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Profile

Senior Engineering Manager with over 15 years in software engineering, including 7+ years in engineering leadership roles.

At Grafana Labs, I've led teams through complex transitions, from multi-team mergers to org design shifts and roadmap resets - while maintaining performance and clarity. I focus on making principled decisions, mentoring new leaders, and creating grounded, resilient teams.

My leadership philosophy: build trust, move with intention, and do the right thing - even when it's hard.

Work

Grafana Labs   Remote (Berlin, Germany)
grafana.com

Senior Engineering Manager   June 2024 to Present

Built and led the Authentication and Authorization function at Grafana Labs, growing it from zero to a cross-functional org owning core auth systems across all Grafana products. Started with no team, bootstrapped engineering efforts hands-on, and scaled up to a 15-person org across multiple squads, delivering mission-critical features such as Role-Based Access Control (RBAC), Unified SSO, and identity primitives for machine authentication.

Key Achievements:

- Joined as a manager without a team; onboarded as an engineer to identify problems and build trust
- Hired and grew the team to 8 engineers in the first year, later scaling to a 15-person org with PM, UX, Docs, and embedded security engineers
- Designed and shipped the initial RBAC system in 2 months with 2 engineers, previewed at GrafanaCon, and still in production 5 years later
- Proposed and created the Grafana AuthNZ team to consolidate fragmented auth efforts across product areas
- Unified 3 platform teams under one Identity and Access group, aligning technical direction and team strategy
- Split the org into two squads and mentored a senior engineer through transition to EM

- Introduced RFC-driven decision making and strong documentation culture through team wiki
- Facilitated workshops and internal trainings on unconscious bias, performance, and communication

SoundCloud   Berlin, Germany
soundcloud.com

Engineering Manager, Data Platform   February 2020 to November 2020

Managed the Data Platform team, enabling self-serve access to data across the company. Focused on coaching, mentoring, and creating space for engineers to grow and lead.

Senior Data Engineer   August 2019 to January 2020

Migrated SoundCloud's data infrastructure from AWS to Google Cloud Platform. Led development of publishing and monitoring pipelines to improve visibility and reliability.

Senior Software Engineer   March 2017 to July 2019

Backend engineer in the Creators team, focused on analytics features for artists. Designed and built the Stats product, helping creators understand performance and make informed decisions.

[Scala, Java, Spark, Hadoop, Google Cloud Platform, AWS, Kubernetes, Airflow, MySQL, Cassandra, Kafka]

Friendsurance   Berlin, Germany
friendsurance.de

Team Lead   June 2015 to February 2017

Started and grew a mobile engineering team for iOS and Android apps. Introduced hiring practices, scaled the team to five, and led the design of the Public API for external and internal use.

Senior Software Engineer   November 2013 to May 2015

One of the early engineers at the company. Led multiple projects end-to-end, including the internal ticketing system for customer support. Reduced manual workflows and improved team efficiency.

[Java, AngularJS, Typescript, AWS, PostgreSQL, Spring, Hibernate, Ansible, Docker]

Essential Solution Ltd.   Yerevan, Armenia
essentialsln.com

Software Engineer   June 2012 to October 2013

Built core features of the RollUp Media platform as the first engineer. Scaled the team to 7, onboarded engineers, and enabled independent contributions.

[Java, JSF, AWS, Docker, Jenkins, MySQL, Spring, Hibernate]

be2 Ltd.   **Yerevan, Armenia**
be2.com

Junior Software Engineer   June 2008 to June 2010

Worked on the Payments Team, implementing and integrating payment providers including GlobalCollect, HeidelPay, ClickAndBuy, and Adyen. Improved test coverage and product stability.

[Java, JSF, EJB, Spring, Jenkins, MySQL, Spring, Hibernate]

Technical Skills

Languages: Go, Java, Scala, Typescript
Cloud and Infrastructure: AWS, GCP, Kubernetes, Docker
Data: Kafka, Airflow, MySQL, PostgreSQL, Cassandra
IAM: OAuth, SAML, SCIM, JWT, LDAP, RBAC

Education

State Engineering University of Armenia - Bachelor's Degree in Engineering in the field of Information Systems. September 2006 to June 2010.

Trainings and Courses

- Business Communication Booster, American University of Armenia, September 2009 to December 2009.
- Scrum Training and Coaching, agile42 GmbH, June 2009 to July 2009.
- Web Development (J2SE, J2EE, PHP, SQL, OOP), Lycos Armenia CJSC, September 2007 to May 2008.

Languages

English (fluent), Russian (fluent), German (intermediate), Armenian (native)