Yoganand Aiyadurai

Contact Details:

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Work Permit:

Estonian ID: 37108160136

Residency Permit valid till 02 DEC 2027. Renewable every 5 years. Open work permit

Nationality: Indian

Useful Links:

LinkedIn, Blog, Key Projects worked with in Details, LinkedIn Articles

About:

With over 21 years of profound iGaming expertise, I am an accomplished senior technical and people leader, having contributed significantly to industry giants Microgaming and Derivco. Throughout my 10+ years of leadership, I have successfully managed and directed various aspects, including People, Processes, Technology, Product, Delivery, Stakeholder Expectations, Strategic Vision, and Scalable Growth of our iGaming projects in Casino and Poker.

Having navigated through 3 complete organisational changes and 4 technological transformations in the past two decades. I specialise in leading and managing change to stay ahead of competitors and meet the dynamic needs of the demanding market. My influential and collaborative leadership style has been pivotal in building trust and rapport across business and cross-functional teams, fostering a positive and supportive work environment.

I take pride in my ability to increase output and revenue for businesses without compromising performance or efficiency, consistently achieving scalable growth. Spearheading the delivery of cutting-edge iGaming products, I have ensured that they not only meet customer needs but also outpace competitors.

As a leader in product development, I have spearheaded technical initiatives to enhance and innovate our iGaming product lines. I have established standards and technologies, implemented robust processes, and adhered to rules and guidelines to ensure our software solutions are consistent, reliable, and secure. My commitment to meeting customer and market needs drives me to utilize the best available tools and methodologies at all times.

Beyond technical expertise, I am a servant leader, having hired and inspired talented individuals, mentored their professional growth, and fostered a collaborative culture to achieve common goals and organisational development.

I am recognised as a Top Software Engineering Practices Voice on LinkedIn, a platform where I actively contribute to industry discussions and share insights. With a proven track record of delivering results, I look forward to bringing my wealth of experience and leadership skills to new challenges and opportunities.

Employment History

POINEER MULTISERV OÜ – Director of Information Technology
Period: November 2023 — Present
Location: Tallinn, Estonia.
Industry: Manufacturing, Gaming, Travel, Agriculture, Financial services, Green energy.
Short description:
Providing consultancy services for clients in the area of project management, product development, technology analysis and needs, team management, leadership, review of architecture and systems design, technical documentation, designing automation needs, database design and development, query optimization, optimising business processes, cost and risk analysis. The clients are located in India and South Africa, connected through LinkedIn contacts and friends circle, where many of the clients are in the start-up phase.

Wizard Games - Director of Game Technology
Period: February 2023 — October 2023
Location: Remote
Industry: iGaming, Casino Games and Aggregator platform
Technology Used: Phaser 3.1, .NET framework, C#, JavaScript, TypeScript, Node.JS, Java, HTML5, Jira, Confluence, MSSQL, Mongo DB, PixiJS, WebGL, WebRTC, GitHub

Short description:
Managed 4 teams totalling 25 people managing the Game technology department, executing technology initiatives, and overseeing operations remotely from Tallinn, Estonia with direct reports from 4 managers. Led the Front-End Game Engineering team, Back-End Game Services, QA team and a Research and Development team aligning teams to deliver 2 games a month. Spearheaded the development of online casino slot games, game engine, and game API services. Created a R&D team and successfully executed a proof of concept for a new game development framework using technologies like PixiJS, Vue.JS, Node.JS, OpenGL, WebGL, WebRTC, TypeScript, and JavaScript to migrate from Phaser 3.1

Managerial responsibility/reporting line
- Managed 4 teams with 25 people, remotely from Tallinn, with 4 managers reporting directly.
- Reported to the MD.
- *No CTO and Architect, my role overlapped responsibilities of CTO, Architect, production manager, Engineering manager.*

Teams
- Front-End Game engineering, Back-End Game engine and services, QA team, and R&D teams.
- Distributed cross-functional teams located in Chennai (India), Sofia (Bulgaria), Istanbul (Turkey).

Products developed
- Online Casino slot games
- Game engine and game API services

Results achieved
- Automated backend game engine services for cloning games and to create a base game. Development timeline reduced by 20%, quality increased by 25%, testing time reduced by 30%.
- Architecture and POC to decouple the Maths model and game engine to support multiple configuration files for different RTPs, removing the dependency of one-to-one game engine with a RTP version. This will reduce the overall development time cycle by 8 days (25%).
- RTP simulator tester tool for Game engine and API services redesigned to support multi thread. Time line reduced from 8+ hours to 1.5 hours for 1 billion simulations.

Challenges Overcome

- Wizard games (Studio), Pariplay (aggregator) and Neo Game (Parent) acquired by Aristocrat Leisure Limited in June 23. Managed organisational changes keeping teams informed and calm.
- The initial vision and strategies of Wizard games took a drift like merging studios and development, hybrid policy, and having a common framework for online lottery games, Wizard games, and Aristocrat games.

Career break
Period: November 2022 — January 2023
Location: Tallinn, Estonia.
Short description:
Took a break while searching for a new opening, with upskilling myself during the break. Was teaching programming to kids age from 8 to 15 at www.kiddycodersclub.com   in US. Programming languages taught Unity, Python, SQL, and Java.
Course completed and upskilled
- How to Persuade When Facts Don't Seem to Matter – LinkedIn learning certification.
- Becoming an AI first Product leader – LinkedIn certification
- Articles related to software engineering and technology published in LinkedIn and my blog.

Bigbank – Head of Engineering Leads
Period: March 2022 — October 2022
Location: Tallinn, Estonia.
Industry: Banking.
Technology Used: Java spring, Java, JavaScript, React, Rabbit MQ, Vue.JS, Angular, Mongo DB, MSSQL Server, HTML5, Jira, Confluence.
Short description:
Managed 8 teams with 57 people, 6 on site and 2 offsite teams overseeing development and operations with direct reports from 8 managers. Optimised the agile methodologies, trained the teams to increase the commitments, predictability, delivery and increased the trust between teams and the stakeholders. Pioneered the upgrade of Java spring framework from version 4.3 to 5.3 and Java from Java 11 to 17, evaluating gradual migration from 11->13->17 and direct migration from 11->17, mitigating the risks, stability, maintenance overhead and feature lag.
Managerial responsibility/reporting line
- Managed 8 teams with 57 people, full time onsite, with 8 managers reporting directly.
- Reported to the CTO.
Teams
- 7 self-contained product development teams and 1 Dev-ops team.
- Distributed teams with 5 teams in Tallin, 1 in Stockholm (Sweden), 1 in Helsinki (Finland) and 1 in Vilnius (Lithuania).
Products developed
- Consumer loans, Home Loans, Corporate loans and Leasing.
- Credit cards, Term and saving deposit, and Hire purchase.
Results achieved
- Optimised hiring process with HR and made it robust using online assessment tools, decreasing the hire lead time from 8 weeks to 4 weeks. Hired 11 people in 5 months, starting the pending high value projects by 8 months earlier.
- Optimised the development, collaboration, reporting, visibility of projects and metrics for stakeholders, increased the predictability of teams, promoted knowledge share.
Challenges Overcome
- Whole company was following the 4 disciplines of execution (4DX) framework to achieve the wide initiative goals with weekly commitments, which was difficult for software development.
- Banking compared to iGaming, has too much hierarchy, compliance, documentation, change restrictions, and out-dated processes and technologies.