

Srikanth Rao M *Engineering Manager*

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Professional Summary

Engineering Manager with nearly **12 years** of experience building cloud-native SaaS platforms, simplifying enterprise systems, and leading high-performing teams. Skilled at **scaling products, owning AI feature delivery, mentoring engineers, defining roadmaps, and improving delivery speed**. Proven track record of transforming complex applications into intuitive, self-service platforms and building cost-optimized infrastructure that supports speed, stability, and growth. Strong focus on **mentorship, process improvement**, and aligning engineering work with product and business goals.

Skills & Competencies

Core Competencies: Software Architecture, Technical Leadership, Agile Project Management and Delivery, Robust DevOps and Infrastructure Management, Gen AI Implementations

Leadership & Management: Team Building & Mentorship, Roadmap Execution, Alignment, Hiring & Onboarding

Languages & Frameworks: Ruby on Rails, Node, Javascript, Typescript, React, Angular, Vite, Java, Python

Cloud & DevOps: AWS, Kubernetes, Docker, Jenkins, CI/CD, Google Firebase, LogRocket, Splunk, New Relic

Databases & Analytics: MySQL, PostgreSQL, Redis, Elasticsearch, MongoDB, Google Firestore, OLAP, Kafka

AI, DevTools & Integrations: Intercom, Salesforce, Stripe, HRIS, Git, Copilot, Claude, AWS Bedrock, OpenAI

Work Experience

Breezy HR [Reflektive Labs Pvt Ltd]

Apr 2024 – Present | Remote, India

Software Development Manager

- **Managing** a cross-functional team of engineers delivering **AI-native products**, ensuring alignment and quality.
- Defined and executed the **AI roadmap** across Perform and Hire, launching Candidate Match Scoring and Resume Audit, which improved recruiter **efficiency** by 40%.
- Collaborated with leadership to define **AI system boundaries, model evaluation**, prioritize ethical, **privacy-compliant AI features** aligned with user value.
- Driving team performance through regular **1:1s, appraisal cycles**, and **growth conversations**. Mentored junior engineers into feature owners, and seniors into leaders.
- Actively contribute to **hiring, onboarding, and cross-team coordination** with Design, QA, and Product teams.
- Driving **cost optimization efforts**, saving more than 60% of **AWS** Billing through various measures.
- Balanced team leadership with technical oversight of **architecture, scalability, and reliability** across AWS, Kubernetes, and **event-driven systems**.
- Technologies: JavaScript, ReactJS, **Node**, Express, Ruby on Rails, Angular, **Postgresql**, **MongoDB**, **AWS**, **Gen AI**, **LLM**, Kubernetes, Elasticsearch, **Kafka**, Stripe, **Micro-services**, **API**, and others

Breezy HR [Reflektive Labs Pvt Ltd]

Jan 2023 – Mar 2024 | Remote, India

Software Development Engineer III

- Acted as the **technical bridge between product, and engineering** to scope features, plan, and ship value quickly.
- Led Breezy Perform's launch, transforming onboarding from **2 weeks** for mid-size enterprises to self-service **same-day** onboarding for SMBs.
- Designed **architecture and established AWS infra**, CI/CD, and observability, achieving 99.99% uptime.
- Integrated with **Slack, Intercom, Salesforce, and Stripe**, enabling automated user sync, subscription management, and notifications that **boosted adoption and engagement**.
- Technologies: **Ruby on Rails**, Postgresql, AWS (**EKS, MKS, EC2, S3, ECR, Bedrock, SES**), AI, LLM, Kubernetes, **Elasticsearch**, Kafka, **Stripe, HRIS**, Sidekiq, GA4 and others

Oracle Cerner

Sep 2021 – Dec 2022 | Bengaluru, India

Senior Team Lead, Software Engineering

- Led a team of 6 engineers building **ACT**, a platform for managing hospital go-lives and early production support.
- Reduced issue resolution time** by 50% through data-driven integrations across support systems.
- Coordinated **backlog grooming, release planning**, and stakeholder alignment, cutting escalations by 35%.
- Introduced test automation and **containerization**, increasing sprint delivery speed by 30%.
- Mentored engineers via **1:1s and appraisals**, developing two senior ICs within the team.
- Technologies: Ruby on Rails, **MySQL**, ReactJS, Node, JavaScript, **JQuery**, Elasticsearch, Sidekiq, **Docker** and others

Oracle Cerner

Jul 2018 – Aug 2021 | Bengaluru, India

Software Engineer III

- Designed and developed **authentication, notifications, and course assignment modules** for an eLearning platform with **500k+ users**.
- Delivered APIs with sub-200ms latency and contributed to **microservices architecture reviews**.
- Strengthened **observability with Splunk and New Relic**, reducing production incidents by 25%.
- Engineered secure authentication flows, fine-grained access control, **LDAP sync**, and implemented **SCIM** for SAML-based IDP user synchronization, ensuring seamless **enterprise user management** and HIPAA compliance.
- Technologies: **Ruby on Rails**, ReactJS, REST API, **Micro-services**, **MySQL**, Elasticsearch, Docker, **HaProxy**, SAML...

Oracle Cerner

Jan 2018 – Jun 2018 | Bengaluru, India

Sr. Test Automation Engineer

- Built a **hybrid test automation framework (Java/Selenium)**, reducing regression testing from 4 days to 0.5 days.
- Performed load and stress testing for **10k concurrent users**, ensuring platform stability.
- Integrated automation into release cycles, reducing post-release defects by 15%.

Tech Mahindra

Aug 2013 – Dec 2017 | Bengaluru, India

Software Engineer

- Partnered with **British Telecom** and **Verizon Telematics** on QA and automation projects.
- Built **API and functional automation** suites, improving release quality and delivery speed.

 **Education****BITS, Pilani**

Aug 2013 – Dec 2017 | India

*M.Tech in Software Systems***Veerashaiva College, VSKU, Ballari**

Jul 2010 – May 2013 | India

Bachelors in Computer Applications (BCA)