

## Summary

Technology leader with over 15 years of experience building and mentoring high performance teams pooling together individual talents to accomplish great things.

## Experience

### **Zolar**, Berlin, Germany

*Head of Software Engineering* (December 2023 – Present) – 3 direct reports, 35 reports

- Leading the Partner & Operations tribe refining the software development lifecycle for better and more efficient delivery.
- Bringing better collaboration with Salesforce by reducing technical debt and building more agile processes around it.
- Creating a more data-driven culture in Product and Tech so that the customer is central to everything we do.

### **McMakler**, Berlin, Germany

*Vice President of Engineering* (August 2021 – November 2023) – 6 direct reports, 80 reports

- Reshaped the Technology department into cross-functional teams and establishing the leadership talent within.
- Standardized the architectural approach for each product and core platform services.
- Introduced changes that increased engagement score by 50% including hackathons, guilds, cultural exchanges, and knowledge sharing sessions.

### **Babbel**, Berlin, Germany

*Director of Engineering* (January 2018 – June 2021) – 4 teams, 4 direct reports, 35 reports

- Co-led the engagement tribe, which drives time spent in the app. Reorganized tribe into cross-functional feature teams.
- Revamped the hiring process to double the engineering headcount.
- Launched Babbel Neos, an engineering mentoring program that gives early-career engineers from diverse backgrounds an opportunity to gain real-world experience. 8 out of 8 juniors were offered jobs and all 8 accepted.

### **Zalando**, Berlin, Germany

*Delivery Lead* (January 2016 – December 2017) – 5 teams, 35 reports

- Launched the Merchant Center, the doorway to Zalando's marketplace allowing brands and retailers to sell their products on the Zalando fashion store.
- Built 5 engineering teams to handle topics including inventory management, order management, and API gateway to support the Merchant Center.
- Created 24x7 on-call team with standardized procedures including run books and fire drills.
- Member of the hiring committee evaluating candidates coming through the interview process and making hire/no-hire decisions.

### **Borderfree**, New York, NY

*Director of Engineering* (April 2015 – January 2016) – 2 teams, 8 direct reports

- Created new integration platform consisting of REST APIs and JavaScript client libraries to allow for lightning fast implementation.
- Spearheading standardization of development workflow across entire business.
- Implemented a standardized release process using Git, Jira, and Bamboo to achieve fully automated and documented deployments.

*Software Engineering Team Lead* (December 2013 – April 2015) – 4 direct reports

- Hired a new engineering team for special projects.
- Architected the cross-border e-commerce checkout process that integrates with 200 merchant websites using technologies like Node.JS, AngularJS, Scala, Redis, and MongoDB.
- Integrated Alipay, PayPal, and Adyen payment methods into international checkout process.

### **Kaplan Test Prep** (a subsidiary of Washington Post Co), New York, NY

*Executive Director of Engineering* (September 2012 – May 2013) – 5 direct reports

- Created [learningpod.com](http://learningpod.com), an open platform for creating and sharing educational content like lessons and quizzes.
- Made online products mobile-friendly using HTML5, CSS3, and JavaScript as part of an overall mobile strategy.
- Pioneered use of cloud-based hosting using Amazon Web Services (AWS).
- Standardized and automated the release process using Git and Jenkins in order to decrease release management time from days to minutes.

*Director of Application Development* (May 2010 – September 2012) – 8 direct reports

- Created a more holistic student experience for Kaplan's LSAT product using technologies like Grails and MongoDB.
- Delivered an automated teacher assignment designed to streamline business processes and take the guesswork away from faculty administration.

Phone: **+49 1577 3058544**, Email: [nehalium@gmail.com](mailto:nehalium@gmail.com)

- Transitioned the company from waterfall to Scrum & Kanban by coaching and mentoring Scrum Masters throughout the organization.
- Architected enterprise REST API to leverage legacy business systems, learning management system and student data for rapid development of multi-platform products.

**Newsweek** (a subsidiary of Washington Post Co), New York, NY

*Manager of Web Development* (June 2009 – April 2010) – 5 direct reports

- Relocated to New York office to build out new technology team including front-end developers, project managers, and information architects to migrate the website to a new platform. The team successfully re-launched [newsweek.com](http://newsweek.com) in 2010.
- Drove RFP process to select the next-generation content management system.
- Built and deployed production applications developed on LAMP stack including Newsweek's Green Rankings list and Newsweek's Best of the Best Books List.

**Washingtonpost.Newsweek Interactive** (a subsidiary of Washington Post Co), Arlington, VA

*Development Manager* (March 2008 – June 2009) – 5 direct reports

- Managed day-to-day development operations for Newsweek technology team while interfacing with business owners, 3<sup>rd</sup> party vendors and services, and technical staff. The site supported about 1-2 million page views/day peaking at about 10 million.
- Introduced the Scrum process to technology and business teams to ensure transparency and organization.

*Senior Developer* (January 2007 – March 2008)

- Re-launched [newsweek.com](http://newsweek.com), moving the site off of the MSNBC.com platform by repurposing Slate's .NET-based content management system.
- Optimized content management system to scale up to 1 million page views/hour using a variety of caching strategies. Implemented techniques for decreasing page load down to 2 seconds.

**Hanley Wood**, Washington, DC

*Developer Lead* (January 2005 – January 2007)

**The Arlington Group**, McLean, VA

*Software Developer* (August 2004 – December 2004)

**United Network for Organ Sharing (UNOS)**, Richmond, VA

*Application Engineer III* (July 2002 – August, 2004)

**Duke Capital Partners**, Charlotte, NC

*Independent Consultant* (March 2002 - July 2002)

**Integrated Technology Enterprises**, Charlotte, NC

*System Consultant* (January 2001 - March 2002)

**Computer Skills**

**Languages:** Java, C#, JavaScript/ECMAScript, Python, Scala, HTML5/CSS3, SQL

**Frameworks:** AngularJS, jQuery, NodeJS, .NET

**Databases:** MongoDB, MySQL, Oracle, Microsoft SQL Server

**Other:** OOP, MVC, Design Patterns, SOAP/REST/Web Services, SEO, Agile (Scrum, Kanban, XP), SEO

**Certifications**

Certified Scrum Professional (CSP), Certified Scrum Master (CSM), Microsoft Certified Solutions Developer (MCSD)

**Education**

**M.S. in Information Technology** (May 2002) - University of North Carolina at Charlotte

**B.A. in Psychology** (June 1999) - University of Chicago