

PAVAN KUMAR PATRUNI

ENGINEERING LEADERSHIP



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ABOUT ME

High-impact **Engineering Leader** with **12 years** of experience building, scaling, and transforming multi-squad engineering organizations across hyper-growth **FinTech and HealthTech** sectors. Expert in translating complex business **OKRs** into robust technological roadmaps, managing cross-functional technical debt, and driving operational efficiency through **AI-driven development workflows**. Proven track record of optimizing enterprise cloud and compute infrastructure, championing enterprise-grade **SSDLC governance**, and scaling high-performance engineering cultures through **multi-squad organizational leadership** and structured talent pipelines.

EXPERIENCE

Senior Engineering Manager | Onsurity, Bengaluru

Aug 2025 - Present

- Led **3 cross-functional squads (18+ engineers)** across Reliability and Product, **cutting onboarding time by 40%** via standardized hiring rubrics and engineering excellence frameworks while owning performance reviews and promoting talent to leadership.
- Spearheaded **AI-driven development** frameworks, embedding generative AI tools and automated code-generation pipelines across squads to drive a **4x acceleration** in software development velocity.
- Architected **15+ core domains** (Payments, Billing, Cart, Order, Wellness, etc.) and streamlined the purchase journey into a **single unified commerce experience** across all product lines, eliminating checkout fragmentation.
- Instituted enterprise-wide full-stack **observability** frameworks and standardized **incident response protocols** across 3 distinct business units, driving an 80% reduction in production anomalies while enforcing strict <400ms p99 SLAs at 5K+ RPM scale.
- Architected and deployed system-wide **resilience** patterns including **distributed** rate-limiting, circuit-breaking topologies, and standardized API contracts - guaranteeing 99.99% system availability during high-concurrency traffic spikes.
- Designed a **high-throughput digital Wallet system** featuring an **event-sourced transaction ledger engine**, ensuring deterministic state reconstruction, zero-drift balance consistency, and audit-ready data isolation.
- Engineered a **centralized cataloging system** to uniform product selling unit and SKU details enterprise-wide, eliminating data silos and accelerating time-to-market.
- Orchestrated a **zero-downtime bare-metal migration**, shifting legacy Elastic Beanstalk workloads to K8s and migrating enterprise MySQL, PostgreSQL, and MongoDB clusters for granular performance control.
- Drove a **>20% reduction in infrastructure costs** by migrating asynchronous workloads from Amazon SQS to Kafka and optimizing cloud OpEx via instance right-sizing, auto-scaling tuning, and decommissioning redundant tooling.
- Partnered with **Executive Leadership** to align long-term technical roadmaps with business OKRs, managing complex cross-squad dependencies and balancing high-velocity feature delivery with strategic debt reduction.
- Chaired technical hiring panels and drives, designing specialized assessment frameworks for senior

engineering talent to ensure seamless cultural fit and high-velocity onboarding.

- Overhauled end-to-end SSDLC and product-collaboration frameworks - from PRD to Production, instilling cross-org governance and strict compliance to cut time-to-market by 50%.
- Orchestrated a cross-platform architectural migration strategy to React Native across all core product lines, establishing unified governance models and shared application blueprints that eliminated cross-platform technical debt.

Engineering Manager | BharatPe, Gurgaon

May 2020 - Aug 2025

- Drove engineering excellence across **architecture, delivery, and team development**, institutionalizing scalable operational processes that maximized execution predictability and organizational efficiency.
- Championed **organizational design and capacity planning initiatives**, scaling multi-squad backend and mobile organizations from 6 to 14+ engineers during a critical hyper-growth phase while maintaining predictable execution velocities.
- Architected **high-throughput** Java microservices and rigid API boundaries designed to sustain 30K+ RPM at an ultra-low <200ms SLA, ensuring massive scale and decoupling efficiency.
- Accelerated core **business velocity** by reducing loan processing time by **30%**, strategically optimizing complex domain workflows and decoupling legacy, monolithic dependencies.
- Cut engineering **onboarding time by 40%** by designing and executing standardized interview rubrics, technical evaluation pipelines, and training workflows.
- Orchestrated **complex cross-team dependency** management, directly aligning technical roadmaps with executive business OKRs, cross-functional products, and strict regulatory compliance.
- Owned end-to-end **performance reviews, goal setting, and career development** matrixes for direct reports, systematically mentoring and elevating mid-level engineers into high-performing senior roles.
- Boosted production platform **reliability and security** postures by implementing proactive distributed monitoring, deep runtime performance tuning, and secure coding practices.
- Managed the full-lifecycle delivery of **complex, distributed enterprise systems**, seamlessly steering products from early-stage discovery and architecture to high-volume production deployment.

Associate Technology Level 2 | Publicis Sapient, Gurgaon

Oct 2019 - Apr 2020

- Contributed to enterprise-scale frontend architecture for Heathrow Airport Holdings, leveraging ReactJS, Redux, and modern web technologies to build highly responsive, mission-critical user interfaces.
- Engineered high-visibility, core features including a global elastic search component, high-throughput dynamic data views, and complex, real-time flight management functionality to handle high-concurrency passenger and operational data.
- Championed clean code architecture and modular frontend practices, establishing standardized design patterns and automated test coverage that greatly improved long-term maintainability and codebase scalability.
- Maintained a track record of high-velocity execution, consistently shipping complex, production-ready features under tight enterprise deadlines while strictly adhering to rigorous performance and security compliance benchmarks.

Senior Software Engineer | MiSport, Gurgaon

May 2017 - Sep 2019

- Architected and delivered a high-availability, real-time match-search engine, scaling the delivery of dynamic cricket scorecards, low-latency ball-by-ball statistics, real-time video highlights, and live-streaming feeds.
- Enhanced the core video ecosystem (PVM+), engineering sophisticated player modules, automated highlight-generation workflows, time-stamped metadata tagging systems, and rich-media interactive features.
- Contributed to enterprise-scale multimedia platforms, developing and optimizing core engines for live video players, dynamic newsfeeds, user timelines, and podcast services with cross-platform, responsive multi-device compatibility.

- Collaborated closely with backend API and streaming teams to optimize end-to-end network payloads, minimize video buffering latency, and design high-throughput integration contracts.

Software Engineer | MagikMinds, Hyderabad

Apr 2015 - Apr 2017

- Engineered hybrid and native Android applications leveraging the Ionic and Angular ecosystems, building highly responsive cross-platform architectures tailored for real-time mobile performance.
- Architected real-time transactional and scheduling engines, delivering core product modules including "Book a Service" and "COPSZ" for seamless appointment coordination and dynamic task management.
- Developed mission-critical, high-availability safety applications, integrating low-latency panic alerts, background tracking capabilities, and automated emergency notification protocols.
- Designed and deployed advanced GPS navigation and GIS-based mobile solutions, enabling field operations with precise location tracking, offline mapping, and optimized routing algorithms.

Co-Founder | Heartynote, Hyderabad

Apr 2014 - Apr 2015

- Architected and led the end-to-end development of a high-security, private social networking platform, establishing rigid data-isolation boundaries and encrypted communication protocols to guarantee total user privacy.
- Designed and scaled responsive user experience modules, engineering high-throughput personalized activity feeds, dynamic analytics dashboards, and fine-grained profile management subsystems.
- Engineered low-latency, private group-sharing domains (ROOM) alongside real-time engagement engines, leveraging persistent connection protocols to handle synchronized data distribution across secure user cohorts.
- Implemented core distributed subsystems, including an instantaneous push-notification engine, indexed search infrastructure, and an immutable user activity tracking ledger for auditing and security compliance.

ACHIEVEMENTS

Best Performer | Publicis Sapient

2020

Consistent Performer | MagikMinds

2016

EDUCATION

B. Tech.

2010 - 2014

Jawaharlal Nehru Technological University Kakinada

Computer Science and Engineering

SKILLS

LEADERSHIP & STRATEGY

- Engineering Leadership & Strategy
- Team Building & Mentorship
- Stakeholder & OKR Management
- Cross-squad Collaboration
- Talent Pipelines & Growth

GOVERNANCE & DELIVERY

- Roadmap & Sprint Delivery
- AI-driven workflows
- Engineering Governance
- Observability & Performance
- Agile & Change Management
- Resource & Cost Optimization

ARCHITECTURE & TECH

- System Design & High Scale
- Resiliency & Cloud Strategy
- Java, Spring Boot, Node.js
- SQL, NoSQL, ElasticSearch
- ReactJS, React Native, TS
- AWS, Docker and Kubernetes