SAMEER NAIR

Engineering Manager

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SUMMARY

Engineering Manager with nearly 10 years in software engineering, leading a 25-person engineering organisation of four teams for enterprise clients in payments and advertising, including Paya and Dentsu. Manages through leads: four team leads and eight direct reports in total, with ownership of delivery, hiring, performance and technical direction. Sets the engineering standards and operating practices the teams run on, has cut cloud cost and API latency, and treats team culture as part of the job, not a side effect. Hands-on builder of developer tools in Rust and TypeScript.

PROFESSIONAL EXPERIENCE

Manager Technology (Engineering Manager) | Successive Technologies

May 2024 - Present | Pune, India

Line manager for a 25-person engineering organisation: four teams (backend, frontend, DevOps, QA), each with its own lead. Eight direct reports including the four leads. Accounts: Paya (payments) and Dentsu (advertising).

- Manage through four team leads: coach them in regular one-to-ones, run their performance reviews, and hold them accountable for their teams' delivery and quality while they own day-to-day decisions.
- Run hiring and performance management for the organisation, from defining roles and interviewing to performance reviews for direct reports.
- Built the operating model the teams run on: shared coding standards and review practices, production-readiness best practices, latency monitoring on p95 and p99 rather than averages, and a clear incident escalation path (team lead first, then me), so each team owns its incidents.
- Introduced a typed MongoDB data-access standard with safe defaults (query-injection protection, mandatory read limits, batched relation loading) to remove a recurring class of performance and security issues.
- Made team culture an explicit priority alongside delivery, setting norms for ownership, knowledge sharing and how the teams support each other during incidents.
- Led cloud cost optimisation: moved selected microservices from MongoDB Atlas to Azure Cosmos DB for approximately 50% infrastructure savings, and moved smaller services from Kubernetes to Azure Functions.
- Led hardening of transaction APIs against card testing and brute-force attacks, reducing fraudulent activity by 40%.
- Led an API performance programme that cut latency by 30% through Redis caching, asynchronous processing and database indexing, and a frontend programme targeting Core Web Vitals and Interaction to Next Paint (INP).
- Set the modernisation path for backend and frontend teams: migration from Express.js to NestJS and adoption of Vite-based micro-frontends.
- Delivered audience-generation automation with n8n workflows and Databricks jobs, reducing manual effort by 90%.

Lead Technology | Successive Technologies

May 2019 - May 2024 | Pune, India

- Technical and delivery lead for enterprise clients in payments, advertising and HR, coordinating a cross-functional team of 20+ engineers across the full software development lifecycle.
- Built structured onboarding and mentorship programmes that took junior developers to independent contributors.
- Partnered with product, design and client stakeholders to turn business requirements into technical direction.
- Set full-stack architecture and delivery practices: MERN, microservices, GitHub Actions CI/CD and cloud deployments.
- Built proofs of concept for strategic accounts that helped win new client contracts.

Software Engineer | Harbinger Group

Jan 2017 - May 2019 | Pune, India

- Built backend services for an HR platform with Node.js, Express.js and MongoDB, using AWS SES and SQS for email and queues.
- Built HR chatbots with AWS Lex and Lambda, and independently built a Microsoft Outlook chatbot plugin.
- Built interactive data visualisations with Chart.js.

INDEPENDENT PRODUCTS

- **Mitsuke** (mitsuke.dev, beta) - Deterministic, offline static analyser in Rust that traces untrusted data into AI model prompts and code-security sinks across TypeScript, JavaScript and Python. A rule is enabled by default only after passing a 95% precision gate.
- **diaporos** (diaporos.dev, experimental) - Deployment tool without container images, registries or YAML: content-addressed releases with delta transfer. In published benchmarks, a one-line change sent 0.6 KiB to 10 nodes versus 103 KiB with Kubernetes.
- **Krepis** (npm, MIT, alpha) - Typed MongoDB data layer for TypeScript with protective defaults, and an N+1 query analyser that can fail a CI build.

SKILLS

Languages and frameworks: TypeScript, Node.js, NestJS, Express.js, React, Vite, Rust, GraphQL

Architecture: Microservices, event-driven architecture, serverless, distributed systems, GraphQL federation

Cloud and infrastructure: Azure (Functions, Cosmos DB), AWS (Lambda, Lex, SES, SQS), Kubernetes, Docker

Data and messaging: PostgreSQL, MongoDB, Redis, Kafka, Databricks

Delivery and observability: GitHub Actions, CI/CD, Grafana, New Relic, n8n

CERTIFICATIONS AND TRAINING

Stripe Certified Associate Payments Architect
Apollo Certified Developer - Associate
Anthropic Academy - Generative AI Fundamentals

EDUCATION

Master of Computer Applications | Nowrosjee Wadia College, Pune | 2014 - 2017
Bachelor of Computer Science | Fergusson College, Pune | 2011 - 2014