

HEMANT KUMAR KAUSHIK

Gurugram, India | Open to India & Remote | Willing to Relocate
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PROFESSIONAL SUMMARY

Architectural Depth & Scale: 14 years of experience architecting distributed microservices and serverless topologies on AWS. Proven capability managing high-volume traffic (30–40M+ requests/day) for global platforms like SEEK, OLX, and Wood Mackenzie.

AI Infrastructure & Orchestration: Active expertise in embedding LLM workflows and agentic pipelines into backend orchestration. Focused on solving production AI challenges: prompt caching, vector search optimization, guardrails, and managing non-deterministic model outputs within deterministic systems.

Performance Engineering: Expert in observability and low-latency optimization. Engineered architectural overhauls that slashed service latency by 45%, directly contributing to a 25% lift in top-line revenue.

Full-Stack Execution: Deep, hands-on mastery of the modern JavaScript/TypeScript ecosystem—Node.js (NestJS, Express), React.js, PostgreSQL, MySQL, and MongoDB.

Technical Leadership: Adept at aligning engineering velocity with business strategy, mentoring cross-functional teams, and owning systems from initial whiteboarding to production scale.

CORE SKILLS

AI / LLM	LLM integration, RAG pipelines, AI-assisted backend orchestration, prompt engineering
Languages & Runtime	Node.js, TypeScript, JavaScript (ES6+), Python
Backend Frameworks	Express.js, NestJS, Fastify; REST APIs, Microservices, Event-Driven Architecture, gRPC
Frontend	React.js (Hooks, Context API, performance optimisation), Redux, Next.js, HTML5/CSS3
Databases	PostgreSQL, MySQL, MongoDB, Redis, DynamoDB
Cloud & Infra	AWS (Lambda, SQS, API Gateway, S3, EC2, Secrets Manager, CloudFormation), Docker, CI/CD
Architecture	System design, microservices decomposition, API design, scalability, performance engineering
Observability	Datadog, OpenTelemetry, Splunk, structured logging
Leadership	Architecture reviews, mentoring, hiring, cross-functional delivery, technical strategy

WORK EXPERIENCE

Senior Software Engineer | [SEEK \(via ZyoIn\)](#) Sep 2025 – June 2026

Remote — Gurugram, India · Engaged as Principal-level **contractor** embedded within SEEK's platform engineering org

- **Multi-Initiative Architecture:** Drive full-stack engineering across three core, high-impact domains: candidate management platforms, intelligent recruiter automation, and core observability infrastructure leveraging Node.js (NestJS), React.js, and AWS serverless topologies.
- **AI-Driven Core Automation:** Spearheaded an asynchronous AI Recruiter Copilot that analyzes and surfaces high-fit candidates via automated, event-driven workflows; engineered the end-to-end stack using AWS Lambda, SQS, PostgreSQL, and DynamoDB, optimizing for deterministic pipeline guardrails and token efficiency via CloudFormation and Gantry IaC.
- **Infrastructure Cost Optimization:** Designed and implemented a high-throughput buffering layer for the internal logging library, batching log writes to eliminate heavy Datadog ingestion spikes and directly driving down enterprise observability spend at scale.
- **Observability & Telemetry Migration:** Led a multi-service migration from Splunk to Datadog utilizing OpenTelemetry (OTel) instrumentation, standardizing distributed tracing and structured logging to drastically accelerate query performance and lower Mean Time to Resolution (MTTR).
- **Engineering Excellence & Governance:** Hardened system resilience by migrating core services to Zod-driven runtime validation, eliminating critical production failures; authored and maintained foundational, shared TypeScript packages to enforce type contract uniformity across distributed engineering teams.

Founder / Builder | [WhyVote.in \(Civic-Tech Platform\)](#) Jan 2025 – Sep 2025

Gurugram, India · Self-directed founder/builder period — solo end-to-end product

- **Solo End-to-End Product Delivery:** Conceptualized, architected, and shipped a high-performance civic-tech platform from zero to production as a solo engineer, managing the full-stack lifecycle across a Node.js (Express) backend and a React.js frontend.
- **Full-Scale Infrastructure Ownership:** Designed and deployed the entire system topology, including robust REST API design, microservices boundaries, secure authentication, relational database schema optimization (PostgreSQL), and automated CI/CD deployment pipelines on AWS.
- **Frontend Performance Engineering:** Engineered a highly responsive, light-themed user interface utilizing React, optimizing runtime performance through strategic component memoization, route-based code-splitting, and lazy loading to minimize First Contentful Paint (FCP).

FullStack Principal Engineer | [Wood Mackenzie](#) Jan 2024 – Dec 2024

Gurugram, India · Global energy analytics SaaS · thousands of API calls/min · 2 cross-functional teams

- **High-Throughput Architecture:** Owned the end-to-end architectural roadmap for 5–6 core microservices powering a global energy analytics SaaS platform, ensuring high availability under a sustained load of 8,000–9,000 requests per minute.
- **Cross-Disciplinary Orchestration:** Directed data ingestion, analysis, and orchestration pipelines across two cross-functional teams comprising 6 engineers and 3 data scientists; seamlessly unified Node.js backend microservices with React analytical dashboards.
- **Monolith Modernization:** Spearheaded the modular refactoring of tightly coupled legacy services into independent, domain-driven units, boosting engineering velocity and enabling reliable, continuous deployment (CI/CD) cycles every 1–2 days.
- **Architectural Governance:** Conducted rigorous technical reviews of over 50 pull requests monthly across multiple teams, enforcing strict security protocols, service-boundary contracts, and performance engineering standards.
- **Engineering Mentorship & Culture:** Mentored 6 engineers through structured 1:1 coachings, technical onboarding, and system design reviews, successfully shifting the engineering culture toward collective code quality and system-level ownership.

- **Applied ML Integration:** Co-architected an intelligent asset classification engine during an internal hackathon, successfully applying machine learning pipelines to production data structures to automate and improve categorization accuracy.

Software Engineer III / Technical Lead | **OLX Group** Mar 2021 – Jan 2024

Gurugram, India · Consumer classifieds platform · 30–40M requests/day

- **High-Scale System Architecture:** Led the full-stack engineering and architectural roadmap for high-throughput distributed platforms processing 30M–40M daily requests, ensuring maximum reliability for business-critical APIs.
- **Performance Engineering & Business Impact:** Slashed core service latency by 45% through rigorous bottleneck analysis, query optimization, and architectural overhauls across Node.js microservices and relational/non-relational databases (PostgreSQL, MongoDB), directly driving a 25% uplift in top-line sales performance.
- **API & Event-Driven Design:** Designed and productionized resilient RESTful APIs and distributed microservices; established robust service boundaries, explicit API contracts, and event-driven communication patterns across multiple engineering teams.
- **Technical Leadership & Mentorship:** Balanced high-impact, hands-on full-stack development (Node.js, React.js) with engineering leadership, mentoring developers in system design, clean code practices, and scalable architectural patterns.
- **Greenfield Engineering & CI/CD:** Architected foundational services and automated deployment pipelines for greenfield product segments, drastically reducing time-to-market for subsequent feature rollouts.
- **Cross-Functional Governance:** Partnered closely with QA, DevOps, and Site Reliability Engineering (SRE) teams to establish modern observability, minimizing production incidents and ensuring zero-downtime deployments.

Technical Lead | **Nagarro** Jul 2019 – Mar 2021

Gurugram, India

- **Full-Stack Engineering Delivery:** Directed cross-functional engineering teams in the end-to-end delivery of enterprise-grade full-stack products utilizing Node.js and React.js, improving baseline application performance by 20% through targeted code refactoring.
- **Architectural Ownership & Modernization:** Owned architectural decisions for microservices topologies and complex frontend modules; successfully migrated tightly coupled legacy architectures into modular component structures and reusable backend service layers.
- **Stakeholder & Milestone Management:** Managed technical delivery roadmaps, coordinated milestones with global project stakeholders, and translated complex business requirements into scalable, clean technical specifications.
- **Code Quality & Mentorship:** Fostered a culture of engineering excellence by establishing code review guidelines, conducting system design walkthroughs, and mentoring team members on modern JavaScript/TypeScript engineering patterns.

Senior Software Engineer | **Netsurion Technologies** May 2018 – Jul 2019

Bengaluru, India

- **Enterprise Platform Development:** Engineered scalable backend microservices using Node.js and modular frontend applications with Angular to power enterprise-grade network security and monitoring solutions.
- **Cross-Functional Hardware Integration:** Collaborated closely with system and hardware engineering teams to architect and deliver core Software-Defined WAN (SD-WAN) and intelligent router features deployed across 200+ enterprise client sites.
- **Release Management & Stability:** Orchestrated end-to-end deployment pipelines across 15+ major production releases, establishing strict integration testing patterns that guaranteed high platform stability and near-zero post-deployment incidents.

- **Performance & Network Optimization:** Optimized high-throughput data processing modules to handle real-time network telemetry, improving data synchronization efficiency between on-premise hardware and cloud infrastructure.

EARLIER CAREER

Sagoon India · MediaAgility · BluePi Consulting · Enabling Dimensions (2012 – 2018)

6 years of foundational experience across full-stack software engineering, building responsive web applications, optimizing relational databases, and delivering early-stage cloud-hosted backend modules.

SELECTED IMPACT HIGHLIGHTS

- Scaled backend systems to **30–40M+ requests/day** at OLX; 45% latency reduction contributed to ~25% sales uplift.
- Architected and led cross-functional teams of 6–9 engineers and data scientists at Wood Mackenzie and OLX.
- Delivered **AI copilot feature** at SEEK end-to-end — LLM-assisted recruiter tooling on fully serverless AWS stack with IaC.
- Shipped solo full-stack civic-tech product (WhyVote.in) on Node.js + React + PostgreSQL — architecture to deployment.
- Reduced observability infrastructure costs at SEEK through logging buffer redesign targeting Datadog ingestion reduction.
- Improved engineering throughput ~30% through structured hiring, onboarding, and upskilling programmes.
- Migrated observability stack from Splunk to Datadog with OpenTelemetry, improving production diagnostics across teams.

EDUCATION

Bachelor of Technology — Computer Science & Engineering | GITM, Gurugram 2008 – 2012