

Shirish Padalkar

Director of Engineering

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Pune, India / Remote

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- Overall 14 years of experience in the industry. 5+ years of experience in leading engineering teams of different sizes. Managed teams of up to 30 people.
 - Looking for a Director of Engineering role in a small/mid-size organization or an Engineering Manager role in a large organization.
 - Enjoys building distributed systems using microservices architecture and DevOps practices with agile teams. Hands-on polyglot programmer with a passion for software quality and security.

Technologies

- Java, Javascript, Python, Scala, Kotlin, Spring, React, AngularJs, NodeJs
- Postgres, MySQL, MongoDB, DynamoDB
- Terraform, AWS, Docker, Kubernetes, AzureAD, Okta, SAML, OIDC
- Git, Github, Github Actions, Jenkins, CodeBuild, Shell scripting

Professional Experience

Medly Pharmacy

Director of Engineering and Product Security

2020 - Current

- Was hired as Principal Engineer to build and lead the security practice of the organization. Built the Product Security team of 8 people from scratch within a year. This team enabled product teams to bake security in all products. This team also managed the security of AWS accounts for the product, IT, and Business Intelligence (BI) units.
- Got promoted to the Director of Engineering role to be in charge of growing the organization, building the culture, and be a bridge between the c-suite executives and engineering. In my first 3-6 months in this role, I helped define career paths for all roles and hire 50+ engineers. By working with the recruitment team, I also defined the recruitment strategy and trained the interviewers.
- As a hands-on manager, I helped product teams build scalable systems using serverless and event-driven architecture on AWS using services like Lambda, Kinesis, Amplify, and RDS. I also helped in building a platform used by 10+ product teams to deploy new microservices in less than 10 minutes by using GitHub Actions for CI/CD, and AWS.
- Because of my experience in working in highly regulated industries like payments and healthcare, I was given the responsibility to make AWS cloud infrastructure compliant with HIPAA and CIS benchmarks. I was able to get 15+ AWS accounts 50% compliant within 6 months by automating compliance as code with Terraform and Python.

ThoughtWorks

Lead Engineer, Application Security Specialist

2012 - 2020

- As a lead engineer, I worked with teams of 10+ engineers to build custom software for large enterprise clients in multiple domains. 60% of the time was devoted to architecting scalable systems, 20% of the time was to coaching team members, and 20% to stakeholder management. As an architect, I built high-performance, cloud-native, distributed applications using languages like Java, Javascript, Scala, and frameworks like Spring and Akka.
- Because of my background and interest in security, I was asked to work as a security champion on teams to build security into the delivery pipeline. I built secure CI/CD pipelines which resulted in zero critical security issues being found in external security tests. I also helped in running the “Security Champions Program” for all ThoughtWorks India offices which included folks from teams across 5 offices.
- I took interest in recruitment and conducted 100s of interviews. Seeing recruiters spending an enormous amount of time on candidates for initial screening, I built custom software for recruiters to automate the initial screening. This reduced the screening time from 1 hour per candidate to 10 minutes per candidate. I also led dozens of college campus recruitment drives, coaching new interviewers along the way.
- Worked with clients including McKinsey, Sony, Citibank, Barclays, and Credit Suisse.

Accenture India Pvt. Ltd.

Software Engineer

2011 - 2012

- Developed a UI for Future and Options trading in Adobe Flex and workflow in Spring.

Tata Consultancy Services

Assistant Systems Engineer

2008 - 2011

- Developed IVR applications for card payments using Avaya, Axis2, and Websphere.

Education

- M. Sc. (Computer Science) from the University of Pune, India
- Diploma in cybercrime investigation

Certifications and Publications

- “[97 Things Every Programmer Should Know - Extended](#)” self-published book. Over 28,000 copies downloaded. All royalties go to [Electronic Frontier Foundation](#) - a leading nonprofit defending digital privacy, free speech, and innovation.
- Talks - <https://www.shirishpadalkar.com/talks/>
- Visharad degree in [Tabla](#) from Akhil Bhartiya Gandharva Mahavidyalaya Mandal
- <https://www.shirishpadalkar.com/>

Spoken Languages

- English, Marathi, Hindi