



Sudhir Dharan

Senior Vice President - Engineering

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Websites, Portfolios, Profiles

- [LinkedIn](#)

Skills

Technical Leadership

Enterprise Architecture

Product Engineering

Decision-Making

Hands-On Development

Process Improvement

Critical Thinking

Strategic Planning

Coaching and Mentoring

Outcome-Driven

Agile Coach

Roadmap Processes

Seasoned Engineering Leader with over 19 years of experience specializing in driving product strategy, technical roadmaps, and continuous improvement. The career journey has equipped a robust skill set in gathering product requirements, developing technical strategies, and managing the entire product lifecycle. Proven track record of delivering business transformation and engineering programs across diverse domains, ensuring optimal outcomes through technology enhancements. Thrives on building and leading high-performing teams, fostering a culture of innovation and excellence. Expertise in Agile coaching, stakeholder management, and cross-functional coordination consistently drives efficiency and reduces operational costs. Currently serving as the Senior Vice President of Engineering at Symphony Talent, leading a global engineering team focused on scalable, reliable product development and the implementation of industry-leading practices.

Work History

2025-01 –
Current

Senior Vice President – Engineering (Head of Engineering - Global)

Symphony Talent, Noida

- HR Technology Transformation:** Led key initiatives across the talent lifecycle including Career Development, Internal Mobility, and Staffing platforms. Defined technology roadmaps and modernized core HR systems to enable data-driven talent decisions.
- AI-Driven Innovation:** Leading initiatives to incorporate AI-driven capabilities into the product suite and internal company processes to enhance efficiency, automation, and decision-making. Introduced Gen AI solutions into internal tools to enhance career progression recommendations and performance management insights.
- Data & Analytics Transformation:** Strengthening the organization's data and analytics capabilities to provide deeper insights and improved business outcomes.

2022-03 –
2025-01

Vice President - Engineering (Head of Engineering - Global)

Symphony Talent, Noida

- Technical Strategy & Roadmapping:** Orchestrated comprehensive technical strategies and roadmaps that seamlessly aligned with business goals, resulting in a 20% increase in product adoption and enhanced customer satisfaction.
- Program Execution & Delivery:** Drove large-scale multi-year transformation programs aligned with OKRs; established end-to-end delivery governance from planning through post-deployment success metrics.
- Engineering Metrics:** Established key engineering metrics, including DORA and Developer Experience, reducing lead and cycle time by over 50% and improving overall team efficiency.
- Innovative Solutions:** Spearheaded adoption of emerging technologies. This led to a 30% improvement in system performance and scalability.

Personal Details

Date of Birth: 25th July 1982

Languages

English
Hindi

Interests

Reading
Writing

- **Team Optimization:** Streamlined work processes across cross-functional global teams, establishing processes, that enhanced collaboration and productivity by 25%.
- **Cost Management:** Implemented effective cost-saving measures, optimizing resources, and improving engineering & Infrastructure ROI by 25%.
- **Culture of Innovation:** Fostered environment of innovation through activities such as Hackathons and innovation days, encouraging creative problem-solving and new ideas that drove product and process improvements.
- **Talent Acquisition:** Collaborated with HR to recruit top talent, improving talent density and fostering a culture of excellence and innovation.
- **Data Infrastructure and Analytics Transformation:** Leading a big engineering initiative to establish a comprehensive data lake infrastructure and elevate analytics platform capabilities across organization.
- **Mentored 20+ engineering managers and architects:** Established tech career ladders, enabled upskilling paths in AI/cloud, and embedded agile coaching across teams. Built and scaled global teams aligned with product mission.

2020-03 -
2022-02

Senior Director - Engineering

Symphony Talent, Noida

- **P&L Responsibility:** Managed the engineering team's P&L, ensuring optimal execution concerning cost and revenue, achieving a 20% increase in profitability through strategic resource allocation and cost-saving measures.
- **Team Development:** Built a high-performing team by enhancing talent density through strategic hiring and professional development programs, resulting in a 15% improvement in team performance.
- **Platform Stability:** Enhanced platform stability through continuous upgrades and innovation, reducing system downtime by 40% and significantly improving user experience and customer satisfaction.
- **Vendor & Cross-Team Collaboration:** Managed strategic partnerships with cloud, analytics, and DevSecOps vendors to augment internal capability. Collaborated closely with product, UX, enterprise IT, and data science teams to deliver cross-cutting HR initiatives.
- **Agile Transformation:** Led transition to Agile methodologies, implementing best practices that improved time-to-market for new features by 35% and increased overall team efficiency.
- **Cross-functional Coordination:** Established excellent coordination with HR and other departmental leads to recruit top talent, resulting in a 30% increase in hiring efficiency and a reduction in turnover rates.
- **Process Innovation:** Enhanced processes by establishing a team focused on platform stability and continuous upgrades, enabling organization to "change engine in-flight" and maintain high standards during rapid growth.
- **Cost Optimization:** Implemented effective cost-saving measures, optimized resources, and improved engineering ROI by 15% by providing insights and actionable analytics to C-level suite.

2016-07 -
2020-03

- **Strategic Collaboration:** Collaborated effectively with various teams within organization, creating processes and best practices that enhanced overall collaboration, communication, and productivity at all levels.
- **Metrics and Monitoring:** Introduced key performance metrics and monitoring systems to measure and improve product engineering efficiency and effectiveness, resulting in a 25% increase in productivity.

Director - Engineering

Symphony Talent, Noida

- **Global Team Building:** Established and scaled India engineering office to 150+ employees, driving cross-geographical collaboration and significantly enhancing global operational efficiency.
- **Process Improvement:** Implemented CI/CD models and quality best practices, resulting in 50% reduction in defects and accelerating delivery times by 40%.
- **Cross-functional Squads:** Restructured teams into cross-functional squads, improving reliability and reducing dependencies, leading to 30% increase in overall team efficiency.
- **Stakeholder Collaboration:** Coordinated effectively with product managers, designers, and other stakeholders to ensure alignment on product vision and technical strategy, leading to successful and timely product launches.
- **Talent Development:** Mentored and developed engineering leaders, resulting in higher team engagement and a 20% increase in employee retention rates.
- **Innovation Initiatives:** Launched innovation programs, such as Hackathons and internal tech challenges, which spurred creative solutions and led to implementation of several high-impact projects.
- **Customer Focus:** Enhanced customer satisfaction by implementing rigorous testing processes and quality assurance standards, leading to 25% reduction in customer-reported issues.
- **Technical Excellence:** Setup Architectural Review Board to establish best practices and reduce technical debt, ensuring high standards for performance and scalability.

2006-09 -
2016-06

Associate till Manager Technology

Sapient, Gurgaon/ Noida

- **Enterprise Architecture:** Provided architectural solutions across application, analytics, and data layers, enhancing system integration and performance.
- **E-Commerce Expertise:** Led development of B2C platform on Hybris platform for leading Canadian retail client, boosting online sales by 25%.
- **Site Reliability Engineering (SRE) Leadership:** Spearheaded SRE initiatives for high-traffic eCommerce & betting sites, optimizing performance testing and tuning, which resulted in a 50% reduction in page load times and significantly improved site stability during peak traffic periods.
- **Innovative Implementations:** Pioneered one of first Hybris implementations for grocery products, setting industry benchmarks.

- **Project Management:** Managed key projects, ensuring on-time delivery and exceeding client expectations.
- **Technology Leadership:** Provided technical leadership in various projects, enhancing system capabilities and client satisfaction.
- **Process Optimization:** Streamlined processes, reducing project completion times by 20%.
- **Technical Solutions:** Developed and implemented technical solutions for diverse client needs, improving system functionality and user experience.
- **Team Collaboration:** Worked closely with cross-functional teams, contributing to successful project outcomes and client satisfaction.

Education

2025-01 - 2025-06	ISB CTO Program <i>Indian School of Business</i>
2004-06 - 2006-06	MCA: Computer Science <i>Guru Gobind Singh Indraprastha University - New Delhi, India</i>
2000-06 - 2004-06	Bachelors: Information Systems (Hons), Computer Science <i>Guru Gobind Singh Indraprastha University - New Delhi, India</i>

Accomplishments

- Successfully identified process & communication impediments and guided the teams to increase efficiency by 70% and decrease the overall operational cost by more than 50%
- Setup cross functional squads from scratch inspired from the SPOTIFY team topology improving efficiency & reducing dependencies
- Successfully set up a metric driven culture within the organization and held responsible for establishing around key Engineering Metrics (such as DORA, Developer Experience) within the organization
- Showcased excellence in optimizing Product Engineering efficiency by working on the Key metrics - reduce Cycle time, reduce lead time & improved developer efficiency (PR merge/dev/day)
- Provided strategic direction by establishing architectural best practices & Architectural Review Board that reduced technical debts & set up performance/scalability standards
- Played a key role in steering engineering efforts to scale the product, enabling the company to handle the increase in traffic while maintaining performance and availability
- Successfully reduced product defects through the implementation of rigorous testing processes and quality assurance standards

Technology Stack

- Frontend: React, Angular
- Backend: Java, Node.js, Python
- Integration: REST APIs, Messaging Queues, Mulesoft
- Data: Databricks, SQL/NoSQL, Data Lakes
- Cloud: AWS, Azure
- DevOps/CI-CD: Jenkins, GitHub Actions, Terraform, Docker, Kubernetes
- AI/Gen AI: OpenAI, LangChain, RAG, custom LLM implementations
- Practices: AGILE, DORA/Engg metrics, SOLID principles, TDD, BDD,