Manoj S. Thakur

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Professional Summary:

Results oriented, technical senior executive with over 18 years experience in software development. Over 8 years management experience including project management, team management, business development, off shore team management, new product development and deployment, and sustaining product maintenance. I have always emphasized on developing a good team and delivering high quality results, with the focus on aligning the deliverables with corporate goals and shareholder values. Involved in all senior management operations, including hiring, budgeting, software architecture, team building, outsourcing, product management, suppliers and partner interactions, sales support and client presentations. My diverse background enables me to understand and attack the technical and management challenges demanded by the job.

Experience Summary:

Engineering Manager, Document Systems, Inc., 02/2005 – Present
Move the engineering team from a "startup" structure to a high quality and reliable environment.
Introduced cross departmental changes, expanded team, and played key role in revenue jump by 200% in 2 years.

Business Analyst and Application Architect, Ceridian, Inc., 07/2004 – 02/2005
I was hired as a consultant to assist in migration of the current system to an enterprise SOA architecture.
Analyzed business requirements, proposed architectural options and prototyped various options.

Engineering Manager, Telesciences, Inc., 1995-2004
Promoted every few years through various technical positions to Engineering Manager. Responsibilities included managing the engineering department, new business procurement (RFP, RFI etc.), delivering solutions and sustaining engineering. Managed on site and off shore development and support teams, and multiple projects and implementations.

Details from 1989 – 1995 included later in the Resume.

Technical Expertise:

- Software programming (C, C++, Java, XML, JSP, Dynamic languages like php, python, perl)
- User Interface (Web GUI) architecture, design, development (Struts, Spring, Drupal, XSLT, CSS)
- J2EE servers (JBoss 3.x/4.x and BEA Weblogic 7.0/8.1)
- Database Administration and Programming (Oracle ProC, PL/SQL, MySQL, Informix, IBM Universe)
- Operating systems (HP-UX, Solaris, Linux, MS Windows)
- SysAdmin scripting tools (Bourne Shell, ksh, bash, awk, sed)
- Object Oriented Development and design (UML, Rational Rose)
- Source code development and management tools (Eclipse, JEdit, CVS, SVN, SCCS, Visual SourceSafe)
- Test tools (Test Director, Bugzilla, Trac, JMeter)

Immigration Status: U.S. Citizen

Education:

Masters of Science in Computer Information Systems (MSCIS) (Ongoing)
Bachelor of Engineering (B.E.) Electronics Instrumentation, 1989, First Class with Honors

Certifications:

Six Sigma, Green Belt certification. (Ongoing)
Object oriented design and methodology
ISO-9000 training certificate

EXPERIENCE DETAILS:

Engineering Manager

Document Systems Inc., CA, U.S.A. Feb 2005 – Present   Job Type: Hire - Full time

I was hired to steady the engineering team for this very fast growing company. The organization structure is very flat and I report directly to the Owner/President of the company. The goal was to establish some structure and frameworks to move the company forward from a startup mode to a more predictable, high quality and reliable environment, without loosing the agility and without any big budget long term projects. Effectively moving the company in this direction opened the market for the company's key product (a SAAS - Software as a service- module) to some very large clients, who demanded a consistent, repeatable service quality, reliability and security. This new market segment, allowed the revenues to grow by over 200% in just over two years.

My focus for achieving the goal was to improve communication across departments, introduce and standardize key workflow processes, foster product ownership with high quality expectations and emphasis on eliminating errors, improve cross departmental product confidence, key personnel changes and showing leadership by example. I served various roles in my position, including hands on software development, when the need arose. I adopted a lot of Agile, test based development techniques in the fast paced environment. The products were built as Java web services (XML-RPC), with clients interfacing either using a Java GUI or integrating within their workflow directly by utilizing the web services architecture.

Some key actions/projects undertaken were.

- Established a product release policy, with communication requirements, predicable release freeze windows, and formal release processes. We built a tool to assist us with this process.
- Worked closely with the President to prioritize the projects in the pipeline, balancing both the business (a.k.a. customer needs) and the infrastructure changes. We continue this task as an ongoing process.
- Identified some ancillary processes that could be outsourced (customer invoice fulfillment) to improve efficiency and also reduce costs,
- Migrated the company infrastructure from MSWindows/ServletExec to Linux/JBoss architecture, for both cost savings and also improvements in performance and security given our applicable architecture.
- Introduced tools to assist in performance tuning (such as syslog, JMeter), to enable the fast rise in higher TPS requirements, without major hardware upgrades.
- Identified Intersystems Cache as the next generation replacement for the IBM Universe database product, and initiate an evaluation (and later migration)project for the same.
- Move a major chunk of the corporate website to an open-source content management system to empower business teams (legal/compliance) to update content themselves, to avoid costly time delays and mistakes in transit from MSWord content (from legal) to web content (by development).
- Always keeping business (customer) demands in the forefront, with new mortgage services added constantly (such as eDisclosure, MERs registration, MISMO, Flood system integration and more).
- Started a QA team, to perform independent testing, and automate key operational tests.
- Introduced quality frameworks such as Source control system (Subversion), problem tracking and Wiki documentation, regular project meetings, dedicated QA tiers and engineers and standard base platforms.
- Introduced guidelines, frameworks (e.g. Java Spring), coding standards etc. to introduce consistency in design and development of various features.
- All development was done primarily in Java (Eclipse IDE), MySQL and IBM Universe PICK Basic (using JEdit).

Business Analyst and Application Architect (Analysis, architecture and design)

Ceridian Corp., CA, U.S.A   Jun 2004 – Feb 2005   Job Type: Consultant Full time

I took on this consulting opportunity, when I moved to California. I was part of a major business re-architecture effort, to migrate the core application to an enterprise SOA architecture. I worked closely with various product management teams, operation managers and technical teams, to identify the short-term tactical and long term strategic goals. The long term strategic goal was to identify and implement an enterprise infrastructure that would allow the company to integrate existing applications and allow building future applications in a services framework, utilizing J2EE based EAI, Portal, Workflow engine, application server solution. As part of the short term tactical goals, my responsibility was to analyze the business requirements for the input interfaces into the operational data repository, and identify the ETL operations required to move data to and from this data repository. Another assignment was to evaluate the various enterprise tools – such as BEA WebLogic and SeeBeyond.

Engineering Manager (Business development and Offshore development Group)

Telesciences Inc., NJ, U.S.A   Mar 1995-Jun 2004   Job Type: Hire – Full time

In Telesciences, I started as a Senior Software engineer and got promoted every two-three years, from Project lead, Technical lead, Product Manager to Engineering Manager. I had many responsibilities over the course of almost 10 years, from hands-on product development, product migration to a new architecture and porting to Solaris.

- Last project in the company involved moving the web UI onto an application server framework. After evaluating BEA WebLogic and JBoss application servers, we decided to use the JBoss application server for our product development, with a separate group concentrating on deploying the components on major application servers (such as BEA WebLogic, IBM WebSphere).
- Involved in many business development activities, working closing with the marketing team and top management, to respond to RFI's and RFPs. I was key in accepting and leading a challenging project to mold our product to serve as a functional prototype in the new Cable-telephony market, correlating and aggregating IP events (using CableLabs standards), to generate billing call detail records. I traveled extensively during this time, meeting clients and presenting as technical expert for prospective customers.
- The core product was ported from HP to Solaris, with my team consisting of onsite and off-shore engineers. Also, major (much needed) user interface redesign was done, migrating to a web front end. The web GUI architecture, design and development went through the entire analysis and development cycle, including customer usability surveys and feedback, UI prototyping, UI architecture and design and development, quality assurance testing, User Acceptance testing and finally deployment and post deployment support. Various standard HCI (Human-Computer Interaction) resources, user-interface guidelines and web-ui building frameworks were analyzed and leveraged for the development of the UI. Implemented primarily using C, C++, Java, Oracle ProC, JDBC, XML (xerces, libxml & expat parsers used for SAX and DOM XML parsing).
- I was part of the team, assigned to streamline the processes to enable the company obtain the ISO-9000 quality certification. I was responsible to identify and developing the project development process and artifacts required for the same. We implemented a standard process framework, with the project artifacts such as Statement of Work, Project Definition, Test Plan and more.
- Worked on the project to migrate the data-auditing framework to a more generic, database driven framework. The project used HP-UX, Oracle 9i, Pro*C , PL/SQL for the backend components and XML, HTML, XSLT, JSP, JDBC, java servlets for the front-end. I was responsible for the database layout, the audit API to be used by all modules and the architecture of the UI.
- Designed the FT/MP (File Transfer/Multiple Protocols) product, which had the responsibility to provide a generic framework to handle the various inputs formats over various network protocols (FTP, FTAM). This development was done using a combination of C and expect (a Tcl/Tk derivative).
- Part of a 2 person team responsible for migrating the text based configuration and reporting system for the Traffic Analysis and Measurement product to a GUI front end using Informix NewERA (which sits on top of the Informix 4GL programming language). I implemented the login, reporting and various configuration screens

- First job responsibility in this company was the design and development of a Busy Hour Traffic Analysis System, which is a long-term storage and traffic usage-monitoring tool for traffic management systems. This software was developed using C, INFORMIX ESQL/C and INFORMIX 4GL.
- Unix administration, database administration (Oracle and Informix) and shell scripting using various shell languages have been integral during the entire duration in this job.

Software Consultant

Global Weather Dynamics Inc., U.S.A.   Jan 1993 – Mar 1995   Job Type: Consultant

Worked on the design and development of a Weather Data transmission, storage and presentation system that was ported from a VAX/VMS based system onto ULTRIX and UNIX SVR4 based systems. Responsible for development of the Statistics generation software module and a UNIX-Kernel IPC structures maintenance software. Also served as the primary Informix DBAdmin. The software development utilized extensive use of Informix-4GL, Informix-ESQL/C, C, and C++. Used SCCS to maintain the source tree and used Make to build the system. The hardware platform consisted of DEC machines running Ultrix and SVR4 based UNIX.

Software Engineer

Siemens Ltd., India   Sept 1991 – Dec 1992   Job Type: Hire – Full time

Involved in the modification and installation of PROD-STAR, on INFORMIX based Manufacturing and Inventory control software. Also designed and developed PC-STAR, a front-end PC-based software with basic PROD-STAR capabilities. The main software used were SINIX, INFORMIX 4GL, SQL, ESQL/C, PC (MS-DOS), TURBO-C, DBASE IV. Development was done under SIEMENS Unix machines running SINIX (Siemens UNIX) and 486-based PC's.

Embedded Software Engineer

Crompton Greaves Ltd., India   Nov 1989 - Sept 1991   Job Type: Hire – Full time

Part of a team responsible for the development of an indigenous Automatic Testing System (A.T.S) for motors with in built Testing software, Storage and a Graphical front-end Interface for testing command input and data retrieval. Responsible for design and development of a Graphical Front-end User Interface using TURBO-C and also for development of the software for communication with the sub-system instruments over GPIB (IEEE-488). Also, was involved in the porting of the A.T.S. over to a UNIX system (XENIX). Software used was TURBO-C and XENIX based 'C'. Platforms were PC-AT (386) running MS-DOC and XENIX.

TECHNICAL SKILL'S DETAILS:

Skill Set	*Skill Level*	*Experience*
C++	Expert	6 years
C	Expert	17 years
UNIX Shell Programming	Expert	15 years
Java/JSP	Expert	6 years
J2EE	Intermediate	3 years
XML Technologies	Expert	7 years
MS Visual C++	Intermediate	2 years
Tcl/Tk	Intermediate	6 years
Python	Intermediate	2 years
Informix SQL, ESQL/C, 4GL, NewERA	Expert	6 years
Oracle ProC, PL/SQL	Intermediate	2 years
MySQL	Beginner	1 year
IBM Universe PICK Basic	Expert	2 years
UML	Intermediate	5 years
SVN/CVS/SCCS/Visual Source Safe	Expert	17 years
HP-UX	Expert	8 years
SOLARIS	Expert	4 years
LINUX	Expert	4 years
DEC ALPHA-OSF & Ultrix	Intermediate	3 years
Siemens Unix (SINIX)	Beginner	1 year