

Sanat Dhir

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Engineering executive who scales orgs and modernizes platforms (manager of managers) with 10+ years leading multi-team programs; prior senior IC). Some career highlights include:

- *Scaled platform org 5 → 30+, instituted roadmaps/QBRs/Definition of Done, restoring predictable delivery.*
- *Launched an app-stability program with system and service-level observability, burned down a year of incidents, sustained zero Sev-1s, and improved GTM speed ~20% through a cross-functional operating model and formal program management.*
- *Standardized a config-driven capability platform (document ingestion, analytics, impersonation, i18n/L10n) for faster rollouts.*
- *Optimized vendors/COGS, delivering ~85% SaaS unit-cost reduction while customers grew.*
- *Chose fit-for-purpose AI methods (RAG vs. fine-tuning; Random Forest when superior) to raise accuracy/latency and control spend.*
- *Led **M&A evaluation and integration**, aligning CCC and EvolutionIQ platform/product portfolios with GTM strategy.*

SKILLS

- **Leadership:** Org scaling; manager of managers; portfolio/OKRs/QBRs; program oversight; vendor/FinOps; M&A due diligence & integration.
- **People Management:** Coaching EMs and engineers; growth plans & feedback loops; hiring; performance mgmt; eNPS 40 → 90.
- **Technical Implementation:** Cloud-native modernization (AWS, GCP); API-first (REST/GraphQL/OpenAPI); microservices; event-driven (Kafka); observability; containers/orchestration (Docker, Kubernetes, Terraform); data/Bi (Databricks, Looker); CI/CD; applied AI/ML (prompt eng, LLM, fine-tuning, RAG; Random Forest).
- **Collaboration:** Cross-functional alignment with Product/Design/GTM; enterprise partner integration; roadmaps & predictable delivery.
- **Tech Stack:** Java, Kotlin, Ruby, Python, Scala | Frontend: React, TypeScript, Remix | Cloud: AWS, GCP

EVOLUTIONIQ, New York, NY

Head of Platform Engineering

Jan 2024 - Present

- Led a team of 25 engineers (scaled from 5) through 3 EMs on multiple product releases at scale, across Frontend, Backend, Identity, and Data Ingestion; established roadmaps, QBRs, and DoDs leading to a 25% increase in project delivery rate.
- Collaborated with various stakeholders, including AI researchers, designers, and product managers, enhancing cross-functional cooperation by 20%.
- Scaled the org 5 to 30+ across FE/BE/Identity/Data Ingestion and instituted roadmaps/QBRs/DoD, restoring predictable delivery.
- Owned reliability and on-call health; Implemented system and service-level observability and burned down a year of incidents, raising release confidence.
- Led shift to config-driven capability platform; Standardized document ingestion (structured and unstructured), shipped app/product analytics, impersonation, localization (L10n), and internationalization (i18n), boosting efficiency by 30%.
- Drove cost efficiency at scale through vendor optimization and infrastructure modernization (~40% savings per customer).
- Directed teams from prompt engineering to LLM auto-labeling, piloted fine-tuning, and ultimately adopted RAG, selecting Random Forest when it outperformed, improving accuracy/latency and avoiding LLM spend.
- During acquisition integration, I was responsible for tech due diligence and alignment; I led evaluation and post-deal integration with CCC, ensuring continuity and speed after close.
- **Tech:** Python, Scala | Frontend: React, TypeScript, Remix | Cloud: AWS, GCP

ACORNS, Irvine, CA

Senior Engineering Manager

Mar 2022 - Nov 2023

- Grew the org from 8 to 25+, managed 3 EMs, and formalized a cross-functional operating model, lifting productivity by 40%, burning down incidents 80%, and keeping zero Sev-1s.
- Aligned Product/Eng/Design/GTM and instituted program management for Kids & Family Investment products across multiple teams, shipping on time with ~20% faster GTM and continued zero Sev-1s.
- Launch a new investment product; guided architecture to let users add stocks and see real-time diversification, improving LTV and decision clarity.
- Focused on organization-wide coaching and 1:1s; I installed feedback loops and growth plans, raising eNPS 40 to 90 in a year.
- **Tech:** Ruby, Kotlin, Python, Scala, React, TypeScript, Event Driven Systems (Kafka), Databricks, Appium.

JP Morgan Chase, New York, NY

Senior Engineering Manager

Jun 2017 - Mar 2022

- As the ETF business expanded globally, I was tasked to lead a ~50-person org across ETF Launch, Capital Markets, and Performance & Attribution; I scaled the platform and standardized delivery, supporting 200+ ETFs across EMEA/Asia/US.
- Owned launch process automation; I automated the fund lifecycle, cutting setup time by 30% and increasing throughput.
- With efficiency mandates, I led platform modernization, migrating apps to microservices on AWS to deliver ~20% efficiency gains.
- Led design of a pricing module to eliminate pricing risk; Implemented calculations and controls, minimizing tracking errors and risk.
- **Tech:** Java, Spring Boot, AWS, React, TypeScript, Oracle, DynamoDB, AWS Timestream

CITIGROUP, New York, NY

Staff Software Engineering

Jul 2014 – Jun 2017

- With scaling and cost constraints, I owned FX modernization; I re-architected and cloud-integrated the Citi FX platform, achieving +25% scalability and -20% OpEx. • To improve risk readiness, I led delivery of a unified risk visualization/prediction tool; I managed a team of 4 to build analytics, improving preparedness ~30%

OTHER EXPERIENCE

JP Morgan Chase *Tech Lead*

Jul 2012 – Jul 2014

ICAP *Senior Software Engineer*

Jan 2006 – Jun 2012

New York Times *Software Engineer*

Jan 2004 – Dec 2005

Mckesson *Software Engineer*

Jan 2000 – Dec 2003

EDUCATION

MBA Finance & Strategy, Columbia Business School, New York, NY 2026

B.S. Computer Science, University of Lucknow, Lucknow, India 1998

CERTIFICATIONS

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- **Executive Leadership**, Cornell University
 - **Data Analytics**, Cornell University
 - **Cloud and DevOps Transformation**, MIT
 - **AWS Certified Solutions Architect** – Professional
 - **PMP** - Project Management Professional
 - **PMI-ACP** - Agile Certified Professional

AFFILIATIONS

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- **Fireman**, North Brunswick Township
 - **Policy Committee Member**, Howell Board of Education
 - **Mentor**, Plato