Channakeshava Gowda

Engineering Manager

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Engineering Manager and former startup CTO with engineering experience since 2019. Leads up to 14 engineers through tech leads and owns architecture, delivery, hiring, and compliance. Hands-on experience building AI automation and real-time distributed systems, leading cloud migrations, and aligning engineering investment with business priorities.

Experience

Engineering Manager | Evaluationz India Private Limited *Feb 2026 – Present*

- Lead **14 engineers** through tech leads, owning the complete technology function across architecture, compliance, hiring, and delivery.
- Built AI agents for **50,000+ verification cases per month**, automating inbox processing, document validation, and case routing; tracked operational outcomes through turnaround time and cases closed.
- Delivered real-time visa verification, reducing turnaround from **hours to minutes**, and document intelligence workflows for extraction, tampering detection, and MRZ validation.
- Designed data-privacy and compliance architecture for sensitive candidate verification information; partnered with operations and business stakeholders on automation priorities and delivery roadmaps.
- Hired 4 engineers and managed 6 role and performance transitions; conduct structured interviews across teams.

Engineering Manager | Hero MotoCorp *Mar 2024 – Feb 2026*

- Owned the Charger Management System end to end, from development and delivery to production issue resolution. Managed **12 engineers** through tech leads across backend, frontend, mobile, QA, DevOps, and business analysis.
- Led the build-versus-buy evaluation for a Charger Management System; secured alignment across engineering, operations, and finance for an in-house build using a **five-year business case** covering CapEx, OpEx, timelines, and ROI.
- Architected the in-house CMS from the ground up using **OCPP and OCPI** for a design capacity of **10,000 chargers**, with real-time commands and telemetry.
- Migrated legacy EC2 workloads to **Amazon EKS microservices** supporting approximately **5 million daily API requests** at sub-second latency and approximately **99.9% uptime**, with multi-AZ redundancy.
- Built Golang, Kafka, and WebSocket charger communication for **3,000+ concurrent connections**; designed session lifecycle, reconnection, and command routing.
- Owned on-call, incident response, postmortems, and root-cause analysis. Introduced Grafana and Dynatrace observability for production monitoring and incident diagnosis.
- Coached an engineer to take end-to-end ownership of mobile development, from product-manager requirements through release. **Promoted 2 engineers into senior roles**.
- Owned hiring and performance management, including 2 hires and 3 performance exits. Introduced capacity planning and resource forecasting.

Full Stack Lead | Spurtree Technologies *Aug 2022 – Mar 2024*

- **Led 4 engineers** delivering Pantaloons and Petron loyalty platforms serving millions of users, using Angular, Node.js, and AWS SQS; coordinated directly with clients and account management.
- Built gamification features and transaction-based loyalty points allocation for the loyalty platforms.
- Recovered an entire live production application by reverse-engineering minified JavaScript bundles after the source was lost, **avoiding a full rewrite** on the first assignment.
- Designed fault-tolerant notifications on AWS SQS with **zero data loss** during peak promotional traffic.
- Built real-time analytical dashboards supporting a **40% engagement increase** and a **25% retention improvement**.

Co-Founder and CTO | LikeMindz Solutions *Jun 2019 – Aug 2022*

- Bootstrapped a product and services company, building its engineering team from **zero to 10**.
- Owned the full product lifecycle from customer discovery and requirements to architecture and go-to-market; delivered **15+ SaaS and fintech products** for clients.
- Standardised OpenAPI specifications and microservices patterns across projects to establish consistent engineering workflows.

Selected projects

Shopper Space: LikeMindz's own multi-mart delivery product, taken from customer discovery through architecture and launch. **Reduced checkout time by 80%** and reached **final-stage Y Combinator interviews**. Owned the product lifecycle and go-to-market.

DBStudio: Shipped open-source PostgreSQL ER editor using Rust, Tauri 2, and React/TypeScript. PixiJS 8 GPU canvas with RBush spatial indexing and ELK.js auto-layout; Zustand state management and libpg_query for validated atomic schema writes. github.com/CG6-Tech/DBStudio

Skills

Leadership: Technical direction, roadmap ownership, hiring, coaching, performance management, capacity planning, and cross-functional delivery.

Systems and AI: Distributed systems, microservices, event-driven architecture, multi-AZ availability, AI agents, document intelligence, and incident response.

Technology: Golang, Rust, Node.js, TypeScript, React, Angular, Kubernetes/EKS, Docker, Terraform, Kafka, WebSockets, PostgreSQL, MongoDB, AWS EC2/RDS/ALB/SQS, Grafana, Dynatrace.

Education

Computer Science coursework | Cambridge Institute of Technology | 2016–2021

Coursework completed.