

MAYURESH KULKARNI

Vice President, Engineering | Engineering Director | Site Leader

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EXECUTIVE PROFILE

Hands-on engineering executive with **14+ years** leading SaaS product engineering across **Backend, Frontend, Mobile, Platform, and Quality Engineering**. Started as a full-stack developer (.NET, Python, SQL) and grew into engineering leadership through quality engineering and automation framework architecture. Currently VP Engineering & Site Leader at peopleHum (HRTech SaaS), driving cloud migration, Agentic AI adoption in QA, and platform-wide modernization. **Lean Six Sigma Black Belt** applying operational discipline to engineering delivery, hiring, and cost optimization.

CORE COMPETENCIES

Engineering Leadership: Multi-team SaaS engineering, Site leadership (Bengaluru), Talent strategy, Org scaling, Engineering operations, Board reporting

Technology Stack: Java, Spring Boot, Kotlin, Swift, Python, .NET, Apache Kafka, Redis, Elasticsearch, REST/API design, Microservices, iOS, Android, Ionic (hybrid)

Platform & Cloud: AWS-to-Hetzner migration, Multi-tenant SaaS, Containerization, CI/CD, Infrastructure-as-Code

Quality & Security: Agentic AI in QA (Playwright), Test automation strategy, VAPT, OWASP, SOC2 compliance, Performance engineering

Operational Excellence: Lean Six Sigma Black Belt, Cost optimization, Release management, Cross-functional delivery

PROFESSIONAL EXPERIENCE

Vice President, Engineering & Site Leader | *peopleHum, Bengaluru* Jan 2026 – April 2026

- **Engineering Leadership:** Lead engineering across Backend, Frontend, Mobile, Platform, Solutions Engineering, and QA — owning delivery for the Hire (ATS), Nurture (PMS), and Grow (L&D) products serving global enterprise customers. Total org of 20–25 engineers across disciplines.
- **Site Leadership:** Own the Bengaluru engineering organization end-to-end — hiring strategy, performance, culture, and engineering operations.
- **Cloud Migration:** Directing a major platform migration from AWS to Hetzner; managing planned downtime windows, data integrity validation, and zero-regression cutover for a multi-tenant SaaS environment.
- **Agentic AI in QA:** Spearheading Agentic AI journeys built on Playwright, achieving a 35% reduction in manual regression effort through self-healing test automation.
- **Industry Visibility:** Board Discussion Panelist at the Quantic India 2026 QA Leadership Meetup, representing engineering modernization in HRTech.

Engineering Director | *peopleHum, Bengaluru* Jul 2024 – Dec 2025

- **Multi-Discipline Scope:** Promoted from Quality Director to lead Backend, Frontend, Mobile, SDET, and Solutions Engineering teams — ~20–25 engineers across disciplines — with platform-level ownership added in 2025.
- **Performance Engineering:** Resolved critical API latency and SQL timeout issues by introducing advanced query filtering, early aggregation, and indexing strategies — improving p95 response times across high-traffic endpoints.

- **Mobile Strategy:** Standardized mobile development across iOS (Swift), Android (Kotlin), and the hybrid mobile stack (migrated to Ionic); established release management and on-call rotation.
- **Industry Recognition:** Led the team to win “Excellence in Quality Engineering Transformation (HRTech)” at the 2026 Digital QA Software Testing Show.
- **Platform Foundations:** Drove adoption of Apache Kafka, Redis, and Elasticsearch for scaling search, eventing, and caching layers across the SaaS platform.

Quality Assurance Director | *peopleHum, Bengaluru* Jan 2024 – Jul 2024

- **Expanded Ownership:** Took on Mobile development team leadership in addition to QA — early signal of cross-discipline trust that led to subsequent Engineering Director promotion.
- **Lean Transformation:** Applied Lean Six Sigma to QA operations, optimizing cost-per-release and shrinking regression cycle times while improving coverage.
- **Security & Strategy:** Formulated and executed test strategies covering functional, non-functional, performance, and VAPT for web and mobile platforms.

Engineering Manager – SDET / Lead SDET | *peopleHum, Bengaluru* Mar 2020 – Feb 2024

- **Team Building:** Scaled and mentored a team of 15+ SDETs from foundational testing into engineering-grade Quality Developers (Python/shell scripting, complex DB validation, API-level ownership).
- **Framework Engineering:** Designed an in-house Web UI automation framework supporting parallel execution, reducing test cycle times; integrated ReportPortal for real-time interactive analytics.
- **Quality-First Culture:** Established product- and customer-first engineering rituals (test design reviews, release readiness gates, production monitoring) adopted across the engineering org.

Principal Quality Assurance Engineer | *IBM India Software Lab, Bengaluru* May 2018 – Mar 2020

- **Microservices Migration:** Led QA strategy for IBM’s monolith-to-microservices transition; architected a Rest Assured-based API automation framework standardized across the organization for API, database, and async messaging testing.
- **Innovation Award:** Special award for framework development critical to IBM’s technology migration initiatives; multiple monetary awards for high-impact project delivery.

Senior Quality Assurance Engineer / Quality Assurance Engineer | *IBM India Software Lab, Bengaluru* Sep 2015 – Apr 2018

- **QE Ownership:** Owned QE for complex Windows modules of the MaaS360 enterprise mobility product — test planning, automation, customer issue triage, and release readiness.
- **Framework Migration:** Led migration of the desktop automation framework from Sikuli to Winium — improving reliability, maintainability, and execution speed across Windows test suites.
- **Tooling:** Built an ExtentReports-based test reporting utility used across multiple product teams; developed Java + Sikuli mobile automation frameworks.
- **Hackathon Wins:** Award-winning Windows UWP app-signing utility (Hackathon MGR); cross-platform ID certificate troubleshooting utility for Windows, Android, and iOS devices managed by MaaS360.

Senior SDET / SDET / Software Engineer | *AFour Technologies, Pune* Jun 2012 – Aug 2015

- **Full-Stack Development:** Built Python automation for VM backup solutions (scheduling, monitoring, recovery integrity) and .NET utilities for operational tooling.
- **Framework Engineering:** Designed Web UI automation frameworks in .NET/SpecFlow (BDD) and Java + Page Object Model; engineered Appium-based mobile automation; automated SOAP API testing.
- **Performance Engineering:** Conducted performance benchmarking for Windows desktop and web applications using JMeter and Windows Performance profiling tools.

Software Engineer / Trainee | *Texnovate Solutions, Pune* Oct 2011 – May 2012

- **Full-Stack Web Development:** Developed web applications in .NET and jQuery; delivered modules including bell notifications and paginated/filterable data tables; authored multiple MS SQL stored procedures for the advertising product.
- **Deployment Operations:** Managed web server and frontend deployments via FileZilla.

AWARDS & INDUSTRY RECOGNITION

- **2026:** “Excellence in Quality Engineering Transformation (HRTech)” — Digital QA Software Testing Show.
- **2026:** Board Discussion Panelist — Quantic India QA Leadership Meetup.
- **IBM:** Special innovation award for framework architecture supporting microservices migration; multiple monetary awards for project delivery; Hackathon MGR award for Windows UWP app-signing utility.

EDUCATION & CERTIFICATIONS

- **Bachelor of Engineering (BE), Computer Science** — Punyashlok Ahilyadevi Holkar Solapur University (2007 – 2011)
- **Lean Six Sigma Black Belt (ICBB)** — IMC Certifications
- **ISTQB Certified Tester** — International Software Testing Qualifications Board
- **Project Management Professional (PMP)** — Training Completed
- **Specialized Training:** Agentic AI Workflows, Advanced Playwright Techniques, Playwright Design Patterns, Serenity BDD, OWASP ZAP for Web App Penetration Testing.