

NAVEEN S

Engineering Manager · Frontend Platform Architecture · Performance & AI-Augmented Engineering

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SUMMARY

Engineering Manager with 10+ years of experience building scalable frontend platforms and customer-facing systems across fintech and automotive SaaS. Currently leading a 15–20 engineer organization at Tekion across GM customer-facing platforms and OEM systems. Progressed from Senior Engineer to Engineering Manager through four promotions in five years. Specialized in frontend platform architecture, performance optimization, large-scale React ecosystems, and cross-functional engineering execution.

EXPERIENCE

Software Engineering Manager · Tekion Corp

Apr 2025 – Present

Bangalore, India · Driving frontend platform modernization, performance engineering, and delivery execution across GM customer-facing platforms and OEM systems. (Chevrolet, Cadillac, Buick, GMC and CarBravo)

- **Improved customer page-load from ~10s to ~3s** by leading an architectural revamp of the Configurator with trim-level vehicle rendering and a 70% reduction in backend services, resulting in measurably better OEM customer experience and material infrastructure cost savings.
- **Delivered three customer-facing launches (Buick & GMC, OEM Portal 2.0, and the CarBravo migration)** by aligning Design, Data Migration, DBA, DevOps, and product on a shared release plan, resulting in zero major post-launch concerns.
- **Cut open-issue backlog from ~1,500 to ~800 in a single sprint** across the 15–20 engineer team by introducing structured triage discipline and priority frameworks, resulting in restored sprint predictability and on-time monthly releases.

Lead Software Engineer · Tekion Corp

Jan 2024 – Apr 2025

Stepped into engineering leadership; promoted to Engineering Manager at the end of this period.

- **Established repeatable sprint cadences (pre-grooming and grooming rituals)** by codifying the team's planning process across OEM Experience, which improved sprint predictability and reduced delivery churn.
- **Drove architectural direction for the OEM Experience revamp** by grounding decisions in frontend system-design best practices, resulting in a clean foundation for the subsequent Configurator performance and service-consolidation work.
- **Established frontend engineering standards and architectural review practices** across teams to improve platform scalability and maintainability.
- **Owned end-to-end module delivery and people leadership ahead of formal promotion** by partnering with TPMs, PMs, QA, and PMO on planning and execution, resulting in promotion to Engineering Manager within 15 months.

Staff Software Engineer · Tekion Corp

Apr 2022 – Dec 2023

Moved to dealer-side modules serving 1,000+ enrolled dealers: Forms, F&I (Finance & Insurance), E-Sign, and Live Concierge.

- **Architected Concierge Pro, a first-in-DMS-space feature combining real-time video walkthrough with e-signing**, by extending the original Bolt EV Live Concierge and partnering with product on experience design. Rolled out across 1,000+ enrolled dealers.
- **Led frontend performance modernization initiatives** across the React platform, introducing code-splitting, lazy loading and production observability that improved performance by ~20%.
- **Delivered foundational platform upgrades (Webpack 4 → 5, React-Redux v5 → v8, and an in-house Forms Configurator replacing third-party Adobe annotations)** by leading the architectural design and rollout, which gave us zero-cost forms tooling and a more maintainable platform for 1,000+ dealers.

Senior Software Engineer · Tekion Corp

Feb 2021 – Mar 2022

Tekion's first vehicle-program launch: Chevrolet Bolt EV.

- **Delivered Tekion's first vehicle-program launch (Chevrolet Bolt EV Secure Checkout)** by architecting and implementing the entire end-to-end e-commerce flow in React.js. It covers vehicle details, trade-in, credit application, document signing, identity verification, payment, and test-drive scheduling, and became the foundation for every subsequent OEM rollout.
- **Invented Live Concierge, a novel DMS-space feature for in-home dealer/customer document sharing and e-signing**, by partnering with product and dealer operations on user flow and architecture. Became one of the flagship customer experiences within the platform.
- **Automated the multi-lender E-contract flow** by designing the integration layer for seamless credit decisioning across lenders, resulting in faster credit processing and significantly reduced dealer manual effort.

Principal Software Development Engineer · Perfios Software Solutions

Apr 2019 – Feb 2021

Bangalore, India · Fintech: Personal Finance Manager and Account Aggregator.

- **Architected and built Perfios AA (Account Aggregator), a flagship India-stack regulated fintech product, from scratch** using React.js with a Spring Boot backend for REST services. The product shipped to production in the regulated AA ecosystem.
- **Set engineering standards across multiple fintech product teams** by codifying code-review practices, written communication norms, and reusable React patterns, resulting in scalable frontend architecture across revenue-critical Perfios surfaces.
- **Strengthened the engineering team** by mentoring senior engineers and partnering on roadmap planning, resulting in stronger technical decision-making and faster delivery cycles across teams.

Senior Software Development Engineer · Perfios Software Solutions

Apr 2016 – Mar 2019

Bangalore, India

- **Built the mobile Personal Finance Manager (PFM) application from the ground up** using React/Redux with mobile-first responsive design (team of 3), resulting in desktop + mobile parity for end users of the flagship PFM product.
- **Architected and developed the Advisor Application for the PFM product from scratch (team of 2)**, resulting in a dedicated experience for financial advisors managing client portfolios.
- **Shipped multiple frontend modules of the flagship PFM product** by leading core React/JavaScript implementation across releases, resulting in production features serving Perfios's bank and NBFC customers.

Member of Technical Staff · Perfios Software Solutions

Jun 2015 – Mar 2016

Bangalore, India

- **Started in fintech engineering** by building desktop frontends for the Personal Finance Manager product using ExtJS, resulting in production UI for one of India's flagship financial-data-extraction platforms.

Software Engineer (Intern) · IBM

Jan 2015 – Jun 2015

Final-semester internship; built a prototype Flexera-independent license-server architecture and demonstrated production feasibility to senior management.

Member of Technical Staff · Ordell Ugo

May 2013 – May 2014

Contributed to iNOAH, an OpenStack-based one-stop cloud installation tool. Won team's best-project award.

SKILLS

Leadership: Engineering Management · Cross-Functional Leadership · Hiring & Talent Acquisition · Mentoring · Stakeholder Management · Agile / Scrum · Sprint Planning

Frontend: React.js · Next.js · JavaScript · Redux · React-Redux · TypeScript · Tailwind CSS · Webpack · Material UI · HTML5 · CSS3 / SCSS

Architecture & Performance: Frontend Architecture · System Design · Micro-Frontends · Web Performance Optimization · Code-Splitting · Lazy Loading · Software Design Patterns

Platform & Quality: CI/CD · Sentry · New Relic · Web Application Security · Software Development Lifecycle (SDLC) · Code Review

AI Engineering & Developer Productivity: LLM-assisted debugging · Prompt-driven engineering workflows · Claude Code · GitHub Copilot · ChatGPT · Cursor · AI-powered sprint tooling

Domains: Automotive SaaS · Fintech · Account Aggregator (AA) · DMS · E-commerce · E-Signature

PROJECTS

Sprint Tracker. Built an internal engineering productivity platform for sprint planning, delivery visibility, and execution tracking across teams. Integrated Jira workflows, delivery-stage monitoring, AI-assisted risk detection, and automated sprint insights to improve execution visibility and planning efficiency.

EDUCATION

Bachelor of Engineering, Computer Science · PES Institute of Technology, Bangalore

2011 – 2015 · CGPA 8.63

Pre-University (PCME) · Christ Junior College, Bangalore

2009 – 2011 · 89.83% (94% PCM)

CONTINUOUS LEARNING

GreatFrontend · FAANG-scale frontend system design (HLD/LLD).

Practical Leadership Skills, Chris Croft · Leadership communication, delegation, coaching.

Jira for Managers & Admins, Dan LeFebvre · Sprint dashboards, PO/P1 automations, capacity planning.