

# Jay Gurnani 古杰

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## SUMMARY

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Staff engineering team lead with 13 years of professional software development and 2+ years of engineering management experience. Proven track record of scaling products from zero to thousands of daily active users and leading teams delivering developer platforms, analytics systems, and payment platforms handling billions in annual revenue. Fluent in English, Mandarin and Hindi

## EXPERIENCE

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### Staff Engineer Team Lead

Dec 2025 – Present

*Motional*

*Singapore*

- Identified and eliminated systemic bottlenecks in build, test and deployment workflows, reducing engineering merge cycle time by **72%** and time to deploy from **5 days to 3 hours**
- Influenced engineering priorities across multiple teams through **data-driven recommendations and technical leadership**
- Led adoption of internal developer tooling (Backstage) used across multiple engineering organizations, **reducing time-to-production** for new services
- Established company-wide standards for on-call ownership, onboarding **100+** engineers onto a unified operational model
- Defined company initiatives to migrate Jira workflows into new custom-built system saving **1 week** in build to release time

### Senior Engineer

Sept 2024 –Nov 2025

*TikTok*

*Sydney, Australia*

- Built asynchronous Spark, Kafka and Clickhouse query engine querying **25 petabytes of video analytics data** in under 60 seconds, giving 90+ SREs near-real-time quality of service dashboards
- Worked with the US / EU technical operators to convert requirements into **Chinese documentation** for CN dev teams enabling global teams to access video quality dashboards
- Designed and built analytics to track **SLO, query response times and other metrics** for the Video Quality Platform across 5 regions
- Upgraded the platform codebase from 0% unit test code coverage to **42% in 4 months** and built **2 MCP** server endpoints for LLM access increasing AI adoption across the service

### Engineering Team Lead

May 2023 - June 2024

*Trainline*

*London, United Kingdom*

- Engineering team lead for 10 engineers handling **£4.3 billion** in sales annually
- Drove feature specifications, timelines & company wide negotiations for migration projects worth **£500,000** from SQL to AWS DynamoDB and OpenSearch
- Introduced new Jira service portal to handle and triage 20+ weekly technical requests increasing productivity by **10%** and accelerated team velocity by **20%** by splitting team into squads
- Planned engineering team OKRs and got **2** junior engineers promoted to senior engineers within 1 year

### Senior Software Engineer

May 2020 - May 2023

*Atlassian*

*Sydney, Australia*

- Brought daily active users in 'Compass' from 0 to **8000** over 9 months, driving company adoption metrics
- Organised **10+** customer interviews to gather functional requirements for the 'activity feed feature' in Compass
- Successfully shipped the 'activity feed' feature to show software lifecycle for a service to **400** daily active users using GraphQL, PostgreSQL and ReactJS
- Lead developer for public GraphQL API and **wrote GraphQL linter** to automate GraphQL validation across the company
- Built Compass and Jira 'incident issue type' sync by efficiently parsing and filtering **1 million requests** per minute using minimal memory footprint
- Interim engineering manager for **7 months**, mentored 8 developers & conducted over 20 technical interviews for team hires

## Senior Software Engineer

*StepStone Group*

May 2018 - April 2020

*London, United Kingdom*

- Built a producer & consumer microservice emailing system capable of sending **2 million** emails per day
- Designed and built 4 high volume microservice systems (upwards of **1 million requests**) per day that handled email subscriptions, job searching and event tracking
- Architected and built a ReactJS & NextJS application that came in 3 flavors : iFrame, embedded widget and a fully hosted website for 3rd party clients to integrate with and integrated these with **6 clients**
- Travelled to overseas offices to train offsite teams in writing high performing C# code and AWS queuing technologies such as SES and SNS

## Software Engineer

*Leap Legal Software*

Nov 2016 - May 2018

*Sydney, Australia*

- Helped migrate backend search services to OpenSearch for **20+ law firms**

## Software Engineer

*PwC*

Jan 2013 - July 2016

*Sydney, Australia*

- Migrated **7 databases across 3 countries** to new data models for internal enterprise software division

## TECHNICAL SKILLS

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**Programming:** Java, Python, C#, Golang, Typescript, ReactJS, Bazel

**Architecture:** Distributed Systems, Event-Driven Systems, GraphQL, gRPC, CI / CD, Monorepo development

**AI:** MCP Servers, LLM Integration, AI Agents, Prompt Engineering

**Cloud and Data:** AWS, Kafka, Docker, Terraform, DynamoDB, OpenSearch, SQL

**Engineering Leadership:** Requirements analysis, Sprint planning, People and stakeholder management

## CERTIFICATIONS AND OPEN SOURCE

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**Microsoft 70-461 Querying SQL Server :** 2016

**Udemy: Kotlin for Java Developers:** 2021

**Open Source Contributions:** GraphQL-Markdown, DJI Android SDK

## EDUCATION

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**University of New South Wales**

*Master (with Excellence) of Information Technology*

High Distinction Average (Top 9% in class)

Sydney, Australia

*Sept 2015 – Nov 2016*

**University of New South Wales**

*Bachelor of Science in Computer Science*

Sydney, Australia

*Aug 2009 – Nov 2012*

## LANGUAGES

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**English:** Native proficiency

**Mandarin Chinese:** Native proficiency

**Hindi:** Business proficiency