

RAVI VARMA SAGIRAJU

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SUMMARY

Product-focused Backend and Distributed Systems Engineer with 5 years of experience building **0-to-1 platforms and scaling them from 1-to-10 in fast-paced startups**. Strong in Node.js, TypeScript, NestJS, PostgreSQL, Redis, Python, FastAPI, and Kafka, with hands-on experience designing **event-driven systems handling up to 10M events per day**. Known for high ownership, pragmatic system design, deep debugging, performance tuning, and cross-team collaboration. At Josys (SaaS), modernized the platform from a Ruby monolith to Node.js and FastAPI microservices, **built a framework powering 300+ third-party app integrations**, enabled **500+ enterprise onboardings**, **stabilized device, user, and license pipelines**, and **delivered reliable automated workflows**. Integrated AI capabilities using LLM APIs, including a risk-scoring agent and AI-assisted Playwright selector generation. Previously at Rebel Foods, built large-scale integrations with **Swiggy, Zomato, Deliveroo, Gojek, and ONDC**, **improving uptime, reliability, and operational efficiency**. Published architecture best practices and earned multiple awards and rapid promotions for impact and leadership.

EXPERIENCE

Tech Lead (Founding Member), Josys Bengaluru

Nov 2023 - Present

Workflow Platform (Workflow 2.0) One-Click Employee Automation for 100+ Enterprises

- Architected and delivered the workflow engine powering Employee Onboarding, Employee Offboarding, Application Access Provisioning, Shadow-User Detection, License Validation, Surveys, Scheduled Automations and Real-Time Instant Actions.
- Enabled one-click execution of all employee lifecycle workflows, reducing manual IT effort by 80%+ and improving Day-1 readiness and compliance for customers.
- Built the Business Events Framework to standardize automation triggers, removing repetitive logic for internal teams and improving workflow reliability.
- Increased workflow adoption across enterprises by simplifying configuration, reducing onboarding friction and lowering support dependency.
- **Award: Golden Award 2025.**
- **Unified User Profile Sync Real-Time Employee Visibility Across Systems**
- Architected integrations across employee identity sources including Google Workspace (G Suite), Microsoft 365, SmartHR, Briohr, and other HRIS/IdP platforms to deliver a unified employee profile across applications.
- Designed Kafka-based batch ingestion, Redis session tracking, and Outbox-backed delivery to sync 3M5M user profiles per run with high throughput and strong consistency guarantees.
- Implemented JSON-diff incremental updates, lowering database load and improving cross-service consistency.
- **Award: Spot Award 2024.**
- **Device Pipeline (MDM DDM DRS) Near Real-Time Asset Tracking**
- Engineered an event-driven integration framework using Kafka, SNS, and scheduled syncs across Intune, Jamf, and other device management platforms, supporting 1M3M device events per day.
- Reduced device sync time from 5 hours to 20 minutes, enabling near real-time visibility during audits, compliance reviews, and offboarding workflows.
- Indexed device metadata into Elasticsearch and supported 500+ enterprise onboardings through flexible match keys, override rules, and auto-assignment logic.
- **Award: Significant Achievement Award 2024.**
- **SaaS Integration Framework (APH) License, Account & Provisioning Automation**
- Built a scalable integration framework powering license synchronization, account discovery, and lifecycle automation across **350+ SaaS applications**.
- Enabled automated actions including account provisioning, deprovisioning, activation, suspension, license assignment, and license revocation through a unified integration architecture.
- Delivered License Sync 2.0, improving accuracy and consistency across license allocation and provisioning workflows.
- Reduced customer escalations by resolving Redis vs DB commit timing issues and proposing an Outbox + Temporal architecture for reliable event delivery.
- Synced user, device, account, and provisioning data into Elasticsearch, improving searchability, operational visibility, and cross-system consistency.

Employee Portal (EP) Self-Serve Access Requests with Automated Provisioning

- Designed HLD and LLD for ticketing, access requests, approvals and workflow execution using Temporal.
- Enabled employees to request app access through EP, which automatically mapped to the correct workflow and provisioned access via 300 plus apps external APIs integration.
- Reduced IT workload by eliminating manual provisioning, routing and approval steps.

Audit Logs Platform (IGA Readiness)

- Implemented the audit ingestion pipeline from SDK to SNS to SQS to DocumentDB.
- Solved DocumentDB search, sorting and regex limitations using dual indexing and normalization, improving compliance visibility.

Script Execution Engine (Sandboxing)

- Developed a secure Isolate-VM based sandbox with CPU and memory limits, timeouts and restricted APIs for safe internal automation.

Major Production Debugging Wins

- Led a 25-hour recovery for user-sync corruption with zero customer impact.
- Resolved CORE and DRS assignment mismatches and licensing issues caused by AWS DMS .
- Fixed workflow outage by splitting an overloaded database and stabilizing log growth.

Senior Software Engineer 2, Rebel Foods Bengaluru

Jul 2021 - Nov 2023

High Impact Integrations and Revenue

- Bitsila ONDC integration generated 1M USD annual revenue with potential for 1M USD per month.
- Built Deliveroo direct integration, saving 30000 USD per year and increasing order success from 97 percent to 99.2 percent.
- Integrated Zomato, Swiggy, Gojek, Grab, Uber Eats, and UrbanPiper, resulting in more than 1000 man-hours saved per week.

Uptime, Reliability, and Customer Experience

- Improved brand uptime from 92 percent to 93 percent across food apps.
- Improved menu uptime and visibility of out-of-stock items, reducing TAT by 2 days.
- Built the Gojek product toggle, reducing cancellations by 30 basis points.
- Improved SSD delivery rating from 3.98 to 4.15, resulting in 10 percent higher contribution margin.

Operational Efficiency

- Delivered central store timings portal, increasing successful orders by 40 basis points.
- Built dashboards for orders, menu push, product toggle, and store toggle using React, Node, and Mongo.

Platform and System Enhancements

- Implemented dynamic log level API, replica-based read routing, and Kafka-based config refresh.
- Migrated monolith to 3 microservices and owned MOSS and Menu Uptime services.

Leadership

- Mentored new engineers and solved complex production issues.

AWARDS

Josys Awards & Recognition

- **Golden Award (2025)** Recognized for architecting and delivering Workflow 2.0 end-to-end, driving automation adoption and platform-wide impact.
- **Spot Award (2024)** For leading the stabilization of User Sync and DDMMMDM unlink flow under critical timelines.
- **Significant Achievement Award (2024)** For full ownership of MDM, DDM and DRS pipelines and resolving long-standing performance bottlenecks.
- **Performance Ratings:** 4.9/5 and 4.7/5 over last two cycles.
- **Promoted Twice in 18 Months** Recognized for consistent excellence in delivery, design ownership, execution and leadership.

Rebel Foods Awards

- Super Star Performer of the Year
- Super Bar Raiser

EDUCATION

B.Tech., Computer Science

Jul 2017 - May 2021

National Institute of Technology, Nagpur

GPA: 7.2

SKILLS

Languages: Node.js, TypeScript, JavaScript , Python

Backend & Systems: Kafka, SNS/SQS, Redis, PostgreSQL, Mongo/DocumentDB, MySQL, Elasticsearch (Basic)

Architecture: Distributed Systems, Event-Driven Pipelines, Workflow Engines, Microservices, CDC, CQRS, Caching.

Frameworks: NestJS, Express.js, Temporal, Event Driven Consumers

Cloud & Infra: AWS (Lambda, SQS/SNS, EC2, S3), LocalStack

Core Concepts: OOPS, SOLID Principles, SQL, Data Modeling, System Design

Strengths: Debugging under pressure, pragmatic HLD/LLD design, performance tuning, observability

Soft Skills: Ownership, communication, product mindset, cross-team collaboration

PUBLICATIONS

Medium Articles

- **Solving Data Consistency Across Microservices** 75+ claps <https://medium.com/@ravivarmasagiraju4933/solving-data-consistency-challenges-across-microservices-0748cd1b35b5>
- **Dynamic Log Level Update** <https://medium.com/@ravivarmasagiraju4933/problem-statement-3b534644ca65>