

RAJAN SHAH

(815) 814-4670 | rajan60014@gmail.com | [Linkedin](#)

Austin, TX - open to remote positions

PROFESSIONAL SUMMARY

Master of Engineering Management with an extensive background in full stack software development lifecycle including architecting, designing, coding, testing, debugging and maintaining of mobile and web applications for Indeed.com, the world's #1 job site (source: Comscore, Total Visits, March 2025) and a leading job matching and hiring platform. Special focus in growing innovative and agile engineering organizations.

WORK & LEADERSHIP EXPERIENCE

Indeed Flex, subsidiary of Indeed.com (Austin, TX)

Supply - Director of Engineering

November 2025 - Current

- Partner with Senior Director of Product to lead the R&D organization driving responsible worker sourcing and platform growth.
- Own and scale ATS, AI-driven recruiting, evaluation and verification, onboarding and compliance platforms, and AI-powered worker support systems.
- Drove AI adoption across the funnel, increasing automated interview coverage to 90%+ and improving hiring speed and efficiency.
- Delivered strategic product capabilities that enabled Sales to secure new enterprise contracts and expand market reach.
- Reduced support case volume by automating worker support with AI, improving response times and operational efficiency.
- Lead and develop a team of 15–20 engineers, including engineering managers, while owning the end-to-end worker lifecycle from acquisition through first shift booking.

Money - Sr. Engineering Manager

November 2023 - November 2025

- Led a high-performing engineering organization responsible for maintaining and enhancing time clock, payroll, and billing products for Indeed Flex MSP and VMS offerings.
- Spearheaded product enhancements to support diverse clock-in/out requirements across multiple states and countries, ensuring compliance and seamless user satisfaction.
- Streamlined time data integration with payroll and vendor systems, improving billing data processes for accurate and timely client invoicing.
- Managed and mentored two engineering managers and two technical fellows, building a high-performing, collaborative team culture.

Staffing Solutions - Sr. Engineering Manager

January 2023 - November 2023

- Directed the entire U.S. Staffing Solutions engineering organization for Indeed Flex, reporting directly to the VP of Engineering and CEO/Founder of Syft, a company acquired by Indeed and rebranded as Indeed Flex.
- Facilitated the scaling and integration of the newly acquired company with Indeed's products and engineering infrastructure.
- Managed a team of 27 direct reports, including managers and individual contributors, across multiple engineering teams.
- Led teams focused on Acquisition, Evaluation, Onboarding, Compliance, and Timekeeping products for job seekers and workers on the Flex platform.
- Expanded Indeed Flex's presence in the staffing industry by developing first-class mobile and web experiences, enabling workers to find fast and flexible job opportunities.

Indeed.com (Austin, TX)

Indeed Staff - Engineering Manager

July 2020 - January 2023

- Led growth and advancement of direct report engineers along with members across the organization and company.

- Accelerated growth of Indeed Incubator program by 400%. Hired, onboarded and grew a team of 20 full stack engineers across 5 product teams. Directly managed 3 product teams and 10 full stack engineers.
- Managed the entire engineering organization for the newly built staffing agency. Built an initial product that won our first clients and grew our worker pool to several hundreds before merging with Syft Online Limited.

Indeed Staff - Senior Software Engineer

October 2019 - July 2020

- Lead engineer for innovative new staffing platform for Indeed.
- Hired and onboarded new software engineers and technical delivery managers.
- Developed and implemented new team processes to improve output quality and/or team efficiency.
- Developed a large MVP for targeted launch date, designed and architected a progressive web app that included MySQL, Django, Node, React, Redux, TypeScript, Redis, RabbitMQ, AWS, DataDog, Java.

Business Automation - Software Engineer Level 2

October 2018 - October 2019

- Implemented SCRUM to improve team velocity and productivity.
- Improved testing and continuous deployment processes to reduce deploy cycles and provide robust software solutions.
- Conducted several types of interviews for engineering candidates. Onboarded and mentored new engineers and interns once hired.
- Migrated key customer relationship management (CRM) components and infrastructure from homegrown system to Salesforce CRM.
- Helped feed lead starved sales representatives by creating infrastructure for generating new leads outside of existing single product funnel enabling more products and teams at Indeed to participate in lead acquisition.

Business Automation - Software Engineer Level 1

October 2016 – October 2018

- Full stack developer responsible for creating and maintaining applications that helped Sales teams meet their revenue goals by qualifying and routing Indeed's best available leads to the appropriate sales and service representatives.
- Integrated multiple components from different organizations to create a pipeline funnel that includes acquiring, qualifying, and routing leads.
- Involved with the interview process for software engineers. Onboarded and mentored new engineers and interns once hired.
- Created Java application to significantly increase speed, volume, and quality of automatically routed leads which resulted in an incremental ~4 million dollars in revenue.

Business Automation - Software Engineer Level 0

October 2015 – October 2016

- Full stack developer responsible for CRM systems, and marketing tools.
- Used Jira for task management, FishEye/Upsource/Gitlab for code reviews, and Git for version control in an agile SCRUM setting.
- Automated processes to increase developer output. E.g., set up Docker containers for applications to decrease local setup time for developers, enhanced logging and monitoring systems to decrease debugging and investigation times, optimized task management processes to expedite release management and release cycles.
- Improved normalization of phone numbers, increased page load times for high traffic pages, built out new functionality in homegrown CRM systems, built ETLs that communicated with third-party vendors.

Online Marketing - Analyst

February 2014 – October 2015

- Created a global online acquisition strategy and managed the ~12 million dollar online marketing budget for employer products.
- Responsible for P/L goals for all paid channels such as Google AdWords, Bing Ads, Facebook, LinkedIn, Twitter, Marin, and various other display ad networks. Communicated results and future initiatives to senior leadership members of the company such as the CMO, CEO, CTO, and President.
- Served as the technical leader and data expert on the online marketing team that created analysis tools using Python/R/Flask/Django, managed the marketing team's data warehouse, and ensured the data integrity.

- Managed 5 summer interns that built out: automations that improved our SEO and SEM performance, and tools that enabled the team to analyze the performance of our online marketing efforts.
- Built ETL processes that communicated with various APIs; developed BI tools such as SEO competitor ranking analysis tools, SEM Bidding algorithms, and KPI performance tracking apps for SEM, SEO, and other sources of traffic.

EDUCATION

University of Wisconsin - Madison

Master of Engineering Management

August 2018 - August 2020

University of Wisconsin - Madison

Bachelor of Science in Computer Sciences

August 2010 - December 2013

University of Virginia - Semester at Sea

Study Abroad Program

August 2013 - December 2013