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DEBABRATA KARFA
Software Development Manager

Dynamic Senior Software Engineer with over 14 and half years of experience and a strong background in full-stack development and cloud technology integration, seeking to contribute to a pioneering organization in the Computer Software sector. With a history of successfully implementing agile methodologies, I am focused on driving efficiency and operational excellence. My passion lies in fostering collaborative environments that inspire technical innovation while delivering high-quality software solutions on time. Eager to utilize my leadership skills not only to elevate project outcomes but also to mentor junior developers, nurturing the next generation of technologists.

Professional Summary

- **Software Development Leadership:** Experience in designing, developing, and deploying high-performance web applications and software solutions, specializing in full-stack development, cloud technologies, and agile methodologies. Led and mentored high-performing software development teams, fostering a culture of innovation and collaboration to achieve project goals and exceed client expectations.
- **Agile Methodology and Process Optimization:** Proficient in developing and implementing SDLC processes, transitioning teams to agile methodologies to enhance efficiency and productivity, and using Jira for effective project management, ensuring smooth collaboration, communication, and tracking.
- **Strategic Collaboration and Business Alignment:** Collaborated with business executives and product owners to define and execute technology strategies aligned with organizational objectives, driving innovation and achieving business goals.
- **Cloud Migration and Technology Adoption:** Skilled in leading cloud migration initiatives, training teams, and ensuring the successful adoption of cloud technologies to enhance scalability, reliability, and cost-effectiveness. Utilized cloud/microservices assessment tools to identify areas for improvement, implementing industry best practices to ensure optimal performance and security.
- **Application Development and Optimization:** Successfully developed and managed multiple high-profile applications such as JLLT, Building Engines, JLL Experience Anywhere, and JLL Onboarding, optimizing site speed and scalability. Expert in developing and maintaining high-traffic, multi-site platforms using PHP, WordPress, and Laravel, ensuring scalability and robustness.
- **Technical Expertise and Problem Solving:** Proficient in various technologies, including PHP, Node.js, ReactJS, AWS, Azure, GCP, DevOps practices, and front-end frameworks. Adept at troubleshooting and resolving complex technical challenges, conducting code reviews to maintain high code quality standards, and ensuring timely project delivery.
- **API Development and Integration:** Experienced in building custom REST APIs, integrating third-party services, and working with databases such as MySQL, MariaDB, and MongoDB.

Career Timeline

Sep 2020 - Present
Software Development Manager
JLLT COE (Jones Lang LaSalle Property Consultants, Pvt. Ltd.)

Jun 2018 - Sep 2020
Software Engineer
Employtech Center India Private Limited dba Rippling

Mar 2017 - May 2018
Sr. Web Engineer
Armentum (A Venture of Kyari Consulting Pvt Ltd)

Aug 2016 - Jan 2017
Sr. Software Engineer
Penske Media Corporation

Soft Skills

Leadership Communication Teamwork Problem-solving Time Management Mentorship Creativity Adaptability Negotiation Conflict Resolution

Technical Skills

- PHP
- Python
- Node.js
- JavaScript (ReactJS, NextJS, jQuery)
- Laravel
- Slim
- Express.js
- WordPress
- Drupal
- WooCommerce
- ZenCart
- AWS
- Azure
- GCP
- DigitalOcean
- Docker
- Kubernetes
- Vagrant
- VirtualBox
- Jenkins
- GitHub Actions
- Azure Pipelines
- GitLab CI
- MySQL
- MariaDB
- MongoDB
- Redis
- HTML5
- CSS3
- APIs
- Terraform

May 2015 - May 2016	**WordPress Developer** Appealing Studio, Inc.
Sep 2011 - Dec 2014	**Sr. PHP Developer** Innoberry Technologies
Jun 2010 - Aug 2011	**PHP Developer** CyberPoint

Work Experience

Sep 2020 - Present

Software Development Manager

JLLT COE (Jones Lang LaSalle Property Consultants, Pvt. Ltd.)

- **Team Leadership & Development:** Recruited, mentored, and coached a high-performing software development team while establishing and implementing SDLC processes to enable a smooth transition to agile methodologies.
- **Strategic Collaboration & Planning:** Partnered with business executives and product owners to define technology strategies aligned with organizational goals, ensuring secure data flow and compliance with project lifecycle methodologies.
- **Cloud Technology Implementation:** Led cloud migration initiatives, trained teams to adopt cloud technologies, and regularly assessed microservices practices to identify gaps and implement best-practice roadmaps.
- **Software Development & Application Management:** Designed and developed key applications like JLLT and Building Engines while managing custom WordPress plugins and theme development to enhance functionality and user experience.
- **Agile & DevOps Integration:** Applied agile methodologies with tools like Azure ADO and implemented CI/CD pipelines using GitHub Actions, Azure Pipelines, and Jenkins to optimize deployment and scaling processes. Build automation pipeline for deployment and automation testing, which saved 840+ hours of effort.
- **Technical Expertise & Solutions Delivery:** Delivered web portals and frontend applications using PHP, NodeJS, and ReactJS, while conducting code reviews to maintain quality and executing infrastructure scaling with Azure PaaS and MySQL.
- **Culture Building & Continuous Improvement:** Fostered a positive, growth-oriented culture by encouraging feedback and driving continuous improvement across the software department.

Achievements:

- Established and transitioned the team to an Agile SDLC framework, achieving a **10x improvement in project timelines** and enhanced team collaboration.
- Partnered with business leaders to define technology strategies, leading to the successful **migration of 100% of infrastructure to the cloud**, reducing operational costs and improving system scalability.
- Spearheaded cloud migration and extension initiatives, reducing downtime and enabling seamless scalability while training internal teams in advanced cloud technologies.
- Optimized e-commerce applications, reducing **conversion times from 25 seconds to below 9 seconds** and improving site load times from **13 seconds to under 1 second**, significantly enhancing user experience.
- Reduced **vulnerabilities from 58,000 to 1,600** across critical applications by driving security compliance and rigorous testing methodologies.
- Scaled applications for performance, achieving a **4x to 6x improvement** in product listing and detail page load times for e-commerce platforms.
- Developed and managed applications such as JLLT, Building Engines, and JLL Experience Anywhere, achieving **1,000% performance improvements** in site speed through close collaboration with product teams.
- Build automation pipelines for deployment and automation testing, which **saved 840+ hours of effort**.

Jun 2018 - Sep 2020

Software Engineer

Employtech Center India Private Limited dba Rippling (India)

- **Team Leadership and Collaboration:** Motivated and guided developers, fostering creativity and collaboration within balanced teams of developers, designers, and product managers.

Chef
Puppet
Bash
PowerShell
Git
MVC
OWASP

Core Competencies

- Technical Acumen
- Leadership & Team Management
- Project Management & Execution
- Problem-Solving & Analytical Skills
- Communication & Collaboration

Education

- **Bachelor Degree in Electronics andTelecommunication Engineering**
  HiTech Institute of Technology, Aurangabad, India

- **Master in CyberSecurity**
  University of San Diego
  01/2025 - 12/2026

Achievements

- Recognized with the **Rising Star Award** in 2022 for outstanding contributions.
- Nominated for the **Asia Pacific Award** for excellence in work and leadership.
- Received multiple **internal awards** and **stakeholder recognition** for exceptional performance.

- **Application Design and Development:** Designed and developed web portals, front-end applications, and help centers, delivering user-friendly and functional solutions tailored to client needs.
- **Requirements Analysis and Solution Design:** Collaborated with stakeholders to gather and analyze requirements, translating them into architectural and technical solutions.
- **Custom WordPress Development:** Created custom WordPress plugins and themes for in-house projects, enhancing platform functionality to align with business objectives.
- **Problem Solving and Coding Expertise:** Resolved technical challenges using PHP, JavaScript (including jQuery and ReactJS), and SCSS, adhering to modern coding practices and methodologies.
- **Project Management and Agile Practices:** Executed Agile methodologies and utilized Jira to manage projects, ensuring streamlined workflows and efficient delivery.
- **DevOps and Infrastructure Optimization:** Developed and maintained DevOps scripts for tools such as AWS OpsWorks, Chef, Docker, Vagrant, VirtualBox, and Git, optimizing deployment pipelines and infrastructure management.
- **Cloud and Application Scaling:** Scaled and managed WordPress applications, leveraging cloud technologies such as AWS S3, CloudFront, and RDS to ensure reliability and performance.
- **Security and Compliance:** Ensured compliance with security standards throughout the development lifecycle, contributing to robust and secure applications.

Achievements:
- Reduced deployment time from **4+ hours** to **under 15 minutes** using **infrastructure-as-code**, significantly improving efficiency.
- Built **scalable systems** with **zero downtime**, ensuring seamless functionality and operational resilience.
- Implemented **Agile workflows** and tools like **Jira**, optimizing **project delivery timelines** and team communication.
- Automated provisioning and deployment using **AWS OpsWorks** and **Docker**, eliminating manual intervention and enhancing reliability.
- Enhanced team efficiency through Agile practices, ensuring **timely delivery** aligned with stakeholder requirements.
- Improved **system reliability** and reduced deployment turnaround for updates to **2 minutes**, streamlining operations.

Mar 2017 - May 2018

Sr. Web Engineer
Armentum (A Venture of Kyari Consulting Pvt Ltd) (India)
- **Engineering Solutions Development:** Developed solutions using PHP, NodeJs, JavaScript, CSS, LESS, SCSS, and databases (MySQL, MariaDB, MongoDB).
- **API Development:** Created REST APIs in PHP and NodeJs, extending WordPress REST API for mobile apps and JS frameworks.
- **Code Coverage & Testing:** Implemented unit and integration tests for full WordPress code coverage.
- **Functionality Enhancement:** Utilized WordPress Hooks, OOP, and integrated third-party REST APIs.
- **Performance Optimization:** Designed advanced caching strategies for optimized content delivery.
- **Automation & DevOps Integration:** Developed WP-CLI commands and integrated with Docker, Vagrant, Git, CI tools (GitLab CI, Jenkins).
- **Project Management:** Managed projects with Active Collab and followed Agile methodologies.

Achievements:
- Developed **custom REST APIs** in **PHP** and **NodeJs** with **microservices architecture**, improving backend performance for mobile apps.
- Achieved **100% code coverage** for WordPress projects through **unit** and **integration tests**.
- Implemented **advanced caching techniques**, optimizing content delivery efficiency.
- Automated tasks using **WP-CLI**, **Docker**, **Vagrant**, **Git**, **Shell Script**, and **CI tools** (GitLab CI, Jenkins).
- Managed projects with **Active Collab** and applied **Agile methodologies** for efficient delivery.

Aug 2016 - Jan 2017

Sr. Software Engineer
Penske Media Corporation (India)
- **Code Review and Problem Solving:** Conducted peer-to-peer code reviews and provided solutions to team challenges.
- **Project Management and Methodologies:** Administered Agile methodologies and utilized Jira for project management.
- **Web Development and Troubleshooting:** Resolved web issues using PHP, JavaScript, SCSS, and responsive design techniques.
- **Framework Improvement and API Integration:** Improved WordPress and Laravel frameworks by implementing MVC, OOP techniques, and integrating various APIs.
- **Google AMP Management:** Managed Google AMP for all Line of Business (LOB) websites.
- **Automation and Task Optimization:** Designed and developed WP-CLI commands to automate tasks and improve workflow efficiency.
- **Platform Experience:** Worked on WordPress VIP, VIP GO, and Digital Ocean platforms for enhanced site performance.

Achievements:
- Led **peer-to-peer code reviews**, ensuring efficient problem resolution and code quality.

- Utilized **Agile methodologies** and **Jira** for streamlined project management, contributing to effective task allocation and delivery.
- Resolved web issues with **PHP**, **JavaScript**, **SCSS**, and **responsive design techniques**, enhancing site functionality.
- Enhanced **WordPress** and **Laravel frameworks** by implementing **MVC**, **OOP** techniques, and integrating **APIs** to improve site performance.
- Managed the implementation of **Google AMP** across all **Line of Business (LOB) websites**, significantly improving mobile version performance and boosting revenue by up to **3x**.
- Developed **WP-CLI commands** to automate tasks, optimizing workflows and improving task efficiency.
- Worked extensively on **WordPress VIP**, **VIP GO**, and **Digital Ocean platforms**, improving site scalability and performance.

May 2015 - May 2016

WordPress Developer
Appealing Studio, Inc. (India)

Sep 2011 - Dec 2014

Sr. PHP Developer
Innoberry Technologies (India)

Jun 2010 - Aug 2011

PHP Developer
CyberPoint (India)