

# Hemchand Thalanchery

## Engineering Leader | Product & Platform Leadership

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Engineering leader with 20+ years of experience delivering large-scale, cloud-native platforms across financial services, eCommerce, AdTech, and logistics. Proven track record leading multiple engineering squads, driving cross-team architectural decisions, and maturing engineering culture. Deep expertise in Azure, GCP, AWS, Kubernetes (GKE/EKS), microservices, event-driven systems, and React/Angular micro-frontend architectures. Experienced partnering with Product and Design to deliver best-in-class applications and align long-term technical strategy with business goals.

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## CORE EXPERTISE

- Engineering Leadership & People Development
- Cross-Functional Product Delivery
- Technical Strategy & Architecture
- Remote Team Management
- System Design, Data Pipelines
- Cloud-Native Architecture (Azure, GCP, AWS)
- Continuous Improvement & Engineering Culture
- Execution Under Ambiguity
- Coaching, Mentorship, Career Growth
- Micro-Front-End Architecture (React, Angular)
- Large-Scale Financial & Regulatory Platforms

## RECENT EXPERIENCE

### Senior Technical Lead (Consultant) - Bank of Montreal, Toronto

*May 2025 – Present*

- Drove modernization of branch architecture with a focus on reliability, scalability, and clear engineering ownership.
- Implemented AI-driven document verification systems, improving operational efficiency and accuracy.
- Partnered with business and engineering teams to streamline regulatory processes and reduce friction.

### Managing Software Consultant - FD Technologies, Toronto

*Mar 2017 – Apr 2025 (Multiple stints)*

- Architected and delivered a large-scale Azure-native regulatory and trade reporting platform for CIBC.
- Led execution across 5+ cross-functional squads, improving delivery throughput by 20%.

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- Designed cloud-native microservices using Azure Functions, WebJobs, Service Bus, Elasticsearch, and orchestrated distributed workflows.
  - Reduced false positives in compliance workflows by 30% through domain-driven design and architecture improvements.
  - Partnered with Product, Compliance, and Engineering leadership to align technical strategy with regulatory missions.
  - Led Angular-based micro-front-end development for real-time energy management applications at IESO.
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## Engineering Manager - Alerzo, Nigeria (Remote Consulting)

*Dec 2020 – Jan 2024*

- Built a fully cloud-native B2B eCommerce and logistics platform with infrastructure across GKE (Google Cloud) and AWS EKS.
  - Designed and scaled distributed microservices for payments, routing, inventory, and real-time tracking.
  - Delivered React-based mobile and web applications using micro-frontend-friendly patterns across squads.
  - Improved delivery time by 20% and reduced operational cost by 25% through architecture and process optimization.
  - Mentored EMs and senior engineers, introduced career frameworks, and strengthened engineering culture.
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## Engineering Head - Rype Online (Hybrid and later Remote)

*Apr 2016 – Mar 2017*

- AdTech Startup Modernization
  - Modernized an ad-tech platform architecture, reducing operational and development costs.
  - Led migration from monolith to microservices using Kafka/Storm for scalable event processing.
  - Built CI/CD pipelines reducing deployment time from days to hours.
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## VP Engineering - Looksmart, Gurgaon

*Sep 2013 – Apr 2016*

- Scaling an AdTech/Marketing SaaS Startup

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- Led a 30-member engineering org delivering ad servers, analytics tools, and social media products.
  - Integrated 30+ social networks, improving revenue and customer retention by 20%.
  - Drove cultural transformation: best practices, code quality, mentoring programs, team structures.
  - Migrated data pipelines to scalable systems (Python, Java, HBase, Elasticsearch)
  - Coached engineers and EMs through career progression, performance, and continuous improvement.
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## Senior Engineering Manager - Syncapse / Clickable

*Jun 2010 – Aug 2013*

- Growth-Stage Startup (Marketing Analytics)
- Delivered scalable big-data pipelines with Hadoop, Vertica, Tableau.
- Built multi-region, cross-functional teams across India, UK, and Canada.
- Led large migrations from .NET to Java/Python, improving system scalability and maintainability.

## TECHNOLOGY & TOOLS

- **Cloud:** Azure (CIBC), GCP (GKE), AWS (EKS)
- **Containerization & Orchestration:** Docker, Kubernetes (GKE & EKS)
- **Frontend:** React (Alerzo, CIBC), Angular (IESO)
- **Micro-Front-End:** Angular MFE (IESO), React-based distributed frontends (Alerzo, CIBC)
- **Backend:** .NET, Node.js, Java, Python
- **Messaging & Streaming:** Kafka, Azure Service Bus, GCP Pub/Sub (architecture patterns)
- **Data:** ElasticSearch, Redis, SQL Server, Oracle, PostgreSQL, MySQL, Hadoop, HBase.
- **DevOps:** GitLab CI/CD, Azure DevOps

## EDUCATION

***Bachelor of Technology**, National Institute of Technology (NIT) Calicut (1998 – 2002)*

## CERTIFICATIONS

***Designing and Building AI Products and Services**, MIT xPro (2025)*