

Sandeep Varma

Senior Software Engineering Manager at Capital One

Chantilly, VA, USA

sandeepvarmak7@gmail.com | 703-853-6392 | [LinkedIn](#)

Professional Summary

Experienced software engineering leader with a strong technical background and a history of building and leading high performance engineering teams. Highly effective in software delivery management with hands-on experience in the domains of application architecture, full-stack software development, app modernization, and building cloud-native applications. Demonstrated a track record of delivering large scale projects in collaboration with cross functional organizational teams including partner software engineering teams, product managers, data scientists, analysts and executives as both an individual contributor and a delivery lead. A people-centric leader with a consistent People Leadership Index (PLI) above 90, reflecting strong team engagement, trust, and coaching culture.

Work Experience

Senior Manager, Software Engineering

Capital One – Virginia, United States *Jan 2023 – Present*

- Built and led multiple high performance engineering teams, both remote and local, with org sizes of 20+ engineers.
- Led full stack teams in developing scalable and fault-tolerant platforms with multi tier architecture and distributed computing for data processing.
- Managed an engineering excellence program to enhance software development for an org of 450 engineers by building developer tools and streamlining engineering and delivery practices.
- Partnered with senior leadership and cross-functional teams including product managers, designers, and other engineering teams to craft strategic initiatives and OKRs, improving project delivery efficiency by 20%.
- Worked with engineers and product partners to architect and develop innovative technical designs aligned with product requirements.
- Maintained a high level of design and code quality with increased emphasis on coding standards, code reviews, and automation testing.
- Managed all aspects of the software development lifecycle in an Agile environment along with running round-the-clock engineering operations.
- Led talent management in the form of hiring, coaching, and mentoring dozens of engineers across all levels to run best-of-class engineering teams.

Principal Engineer, Data and Software Engineering

Verizon – Virginia, United States *Mar 2022 – Jan 2023*

- Established the app modernization practice in the marketing science team, facilitating migration and development of applications on AWS and Google Cloud.
- Launched a self-service sales intelligence tool within four months, adopted by 10K Verizon's sales representatives.
- Directed product design as an application architect ensuring alignment with business objectives.
- Managed data pipelines using hybrid cloud architecture for enhanced security and cost optimization, saving 20% in operational costs.

- Provided leadership to multiple teams of data and software engineers, guiding the development of enterprise-grade applications.
- Trained over 5K users, driving application adoption and refining product strategy based on user feedback.

Senior Engineer, Data and Software Engineering

Verizon – Virginia, United States *Dec 2019 – Feb 2022*

- Developed a web analytics platform for 200+ consultants, facilitating the digital transformation of financial tools.
- Led the transition of legacy systems to modern platforms, ensuring scalable data delivery.
- Managed all data science and engineering projects for financial planning division within the Professional Services org, which generated \$600M+ in annual revenue.
- Increased team efficiency by 15% through automating processes using open-source technologies.
- Partnered with product and program management teams to build user-centric solutions.

Senior Manager, Product and Engineering Management

Inovalon – Maryland, United States *Nov 2017 – Nov 2019*

- Initiated and led Inovalon's SaaS division, driving first-year sales of \$1.5M and second-year sales of \$2.5M through strategic partnerships with health insurance providers.
- Assembled high-caliber product development and software development teams, working closely with Sales, Marketing, Business Development, and Client Services to optimize client acquisition and satisfaction.
- Managed 20+ large insurance clients as a Product Manager and Solution Architect, aligning product functionality with market demands using customer feedback.
- Communicated with users, other technical teams, and senior leadership to collect requirements, describe software product features, technical designs, and develop long-term product strategy.
- Mentored analysts and engineers, facilitating promotions and employee retention through regular skip-level meetings.

Manager, Product and Engineering Management

Inovalon – Maryland, United States *Jun 2016 – Nov 2017*

- Served as Product and Engineering Manager for Inovalon, overseeing data integration engines employing big data and traditional SQL technologies.
- Managed 65+ client accounts, generating \$25M in annual revenue.
- Implemented a customer feedback program for product improvement and competitive edge.
- Led all product and engineering activities using Scaled Agile Methodologies in software development.

Senior Analyst, Product and Operations Management

Inovalon – Maryland, United States *Jun 2014 – May 2016*

- Led client projects utilizing healthcare data from various insurance lines, including Medicare and Medicaid.
- Worked closely with clients to extract and process large data sets for analytical use, maintaining accuracy through thorough QA.
- Developed trend reports and visualizations to provide actionable insights from client data.

Earlier Roles

Senior Analyst, Data and Marketing Analytics – WalletHub (2013–2014)

Software Developer – Tata Consultancy Services (2010–2012)

Highlights include early experience client-facing engineering, and mentoring junior developers and digital marketing analytics.

Education

University of Maryland – Robert H. Smith School of Business *Aug 2012 – May 2014*
MBA, IT Strategy & Data Analytics | GPA: 3.7

SASTRA University, Thanjavur *Jun 2006 – May 2010*
BTech, Computer Science Engineering | GPA: 4.0

Technical Skills

Technical Leadership: Software Delivery, Technical Strategy, Product Development, Project Management, Agile Execution, Operational Excellence, Architecture Reviews, Code Quality Standards, Hiring & Onboarding, Mentorship, Team Building, People-centric Leadership

Cloud & DevOps: AWS, GCP, Docker, Terraform, Ansible, AWS SAM, AWS CDK, Jenkins, CI/CD, Monitoring (Splunk, New Relic)

Engineering Practices: REST APIs, Microservices, Test-Driven Development (TDD), Application Architecture, Big Data Engineering, Scalable Systems, NoSQL/Data Pipelines

Programming Languages: Python, JavaScript, Golang, TypeScript, Java, SQL

Frameworks & Tools: React, Angular, Node.js, Django, Flask, FastAPI, Gin, GitHub, Jira, Postman

Certifications

- AWS Solutions Architect Associate
- Senior Data Scientist (SDS™) – DASCA
- Certified Associate Python Programmer – Python Institute
- Scaled Agilist – Scaled Agile, Inc.