

Gunjan Kumar Mehta

Engineering Manager | Regulated FinTech & Insurtech | AI-Assisted Delivery

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Right to work: in the UK on a Skilled Worker visa (currently sponsored). New sponsorship required. No relocation cost or start-date delay.

PROFESSIONAL SUMMARY

I get things done with ownership and credibility. Here's a bit about me: I'm an Engineering Manager with 9+ years in software engineering and 4.5+ years leading squads, currently running a 15-engineer organisation on a multi-tenant, API-first financial platform that serves 20+ enterprise clients in a regulated environment where security, auditability and correctness aren't optional. I work day to day across Java, Node.js, Python and AWS/GCP, including serverless (Lambda, Cloud Run) and event-driven systems, and I stay close enough to the technology to guide and challenge technical decisions without needing to be the one writing the code. I own squad delivery health end to end, and I led the org-wide move to AI-assisted engineering tooling (the numbers are in Key Results below).

KEY RESULTS

- ~3x delivery velocity after leading responsible, org-wide adoption of AI-assisted engineering tooling.
- 90%+ retention across a full team reshape; 25+ engineers hired, 15+ mentored to promotion, 4 grown into Associate Engineering Manager roles.
- MTTR cut from 1-2 hours to minutes via full observability and correlation-ID tracing across distributed services.
- New platform capability delivered in 4 weeks instead of months through modular, well-integrated architecture.
- 30% lower AWS infrastructure cost with no reliability trade-off; 2x faster issue resolution after shipping internal tooling.
- Company strategy group: co-leads annual and quarterly roadmap planning, owns estimation, ETA and cost planning (build effort, infrastructure, AI inference spend) that feeds commercial pricing and go/no-go decisions, and cascades the roadmap into departmental and individual OKRs with measurable key results.

CORE SKILLS

Technical Stack: Java, Spring Boot, Node.js and Express, JavaScript/TypeScript, Python, Go. AWS and GCP for serverless (Lambda, API Gateway, Cloud Run), event-driven (Kafka, SQS/SNS, RabbitMQ) and containerised (Docker, Kubernetes, Helm) workloads, provisioned with Terraform. REST, GraphQL, gRPC, WebSockets, webhooks. MongoDB, PostgreSQL, Elasticsearch, Redis, BigQuery. GitLab CI/CD, Jenkins, Vue.js and micro-frontends.

People Leadership: Line management, coaching and mentoring across a squad, including through Associate Engineering Managers. Building psychological safety and a culture of trust, learning and experimentation. Personal development plans, feedback and career progression for every report. Recruiting, interview design, onboarding and calibration (25+ hires). Growing engineers into managers, and building teams that own solutions instead of waiting for direction.

Delivery & Product Partnership: Partnering with Product to define priorities, plan delivery and align squad work with commercial, regulatory and platform goals. Making pragmatic trade-offs between customer value, technical quality, risk and long-term maintainability. Roadmap planning and OKRs, estimation, ETA and cost planning. Stakeholder management across Product, Compliance and senior leadership.

Engineering Quality & Delivery Health: Production readiness and release gates. Incident response, on-call and blameless post-mortems, closed out and followed through. Operational resilience, maintainability and system reliability metrics. SonarQube quality gates and automated test coverage as release requirements. Observability and alerting with ELK and APM.

Technical Guidance & Architecture: Supporting and challenging technical decisions through design reviews and architectural exploration. Choosing between serverless (Lambda, API Gateway, Cloud Run) and containerised deployment based on workload shape, latency and cost. Choosing between Kafka and SQS/SNS based on ordering, fan-out and throughput needs. Unblocking complex delivery challenges, domain-driven design and Event Storming, multi-tenant SaaS and integration architecture.

AI-Assisted Engineering: Daily hands-on use of Claude Code, Cursor and CodeRabbit. Drove full team adoption and wrote the approved-tools policy, review standards, attribution and security norms for AI-generated code. Coach engineers to use AI responsibly across the lifecycle. Shipped production AI features: document AI, OCR, RAG, evals, inference cost modelling.

Cross-team & Scaling Initiatives: Improving cross-squad collaboration and shared engineering standards. Developer tooling, dashboards and runbooks. Identifying and landing process and ways-of-working changes. Knowledge sharing and onboarding at scale.

PROFESSIONAL EXPERIENCE

Engineering Manager – Concirrus

Jul 2025 – Present, London, UK | Sep 2023 – Jul 2025, Noida, India

Multi-tenant, API-first B2B SaaS platform for commercial insurance, built on Node.js, Java and Vue.js services on AWS with MongoDB and PostgreSQL, serving 20+ enterprise clients as the company scaled past 110 employees.

Leading, coaching and growing the squad

- Directly managed a 15-engineer team before Concurus restructured into 8 squads as headcount passed 110. Now lead 4 of those squads through 4 Associate Engineering Managers who report directly to me, each owning their own team's delivery.
- Built a psychologically safe, high-autonomy environment where squads own solutions and run their own ceremonies. Delivery doesn't depend on me being in the room.
- Grew those four senior developers into Associate Engineering Manager roles through structured mentoring and stretch delivery ownership, part of the broader hiring and retention push behind the numbers in Key Results above.
- Own recruitment and onboarding with the Talent team: role definition, interview process design, structured scorecards and calibration, hiring for behaviours and ways of working as well as skills.

Delivery, product partnership and stakeholder management

- Partner with Product to define priorities and plan delivery, aligning squad work with commercial, regulatory and platform goals and sustaining 8 releases per client per quarter. Balance customer value, technical quality and risk, and surface delivery risk early to protect the team from over-commitment.
- Represent the squad in the company strategy group and stakeholder reviews across Product, Compliance and senior leadership (planning and cost-ownership detail in Key Results).

Technical guidance and delivery health

- Stay close to the technology without being the primary coder. Run design reviews, challenge technical decisions such as serverless (Lambda, API Gateway) vs containers and Kafka vs SQS/SNS, explore architecture, and unblock complex delivery challenges while engineers own the solutions.
- Own delivery health end to end: production readiness gates, on-call and incident response, blameless post-mortems tracked to closure, and a measurable engineering bar of sub-1-second API responses, SonarQube gates and test coverage as a release requirement.
- Drove a modular, integration-first architecture that cut delivery of a new platform capability from months to 4 weeks; cut AWS cost ~30% via log-retention tuning, non-production shutdown, right-sizing and autoscaling; migrated MongoDB workloads to PostgreSQL where the access pattern warranted it.

AI-assisted engineering

- Led responsible adoption of AI-assisted engineering across every squad (Claude Code, Cursor, CodeRabbit, Playwright), authoring the approved-tools policy and the review, attribution and security standards for AI-generated code.
- Own the production document-AI and data pipeline: ingestion, OCR and extraction across roughly 1,000 documents per month per line at 95% field-level accuracy, with human-in-the-loop validation.

Software Engineer to Engineering Manager – Core Value Technologies

Jan 2019 – Sep 2023, Noida, India

Software consultancy; embedded as senior engineer and later engineering leader on long-term UK financial services client engagements.

- **Engineering Manager, Bequest (UK life insurance):** grew, mentored and retained a 12-engineer distributed team on a life-insurance and life-admin platform (Go and Node.js microservices; REST, gRPC, GraphQL), delivering 10–12 releases per quarter. Integrated GoCardless for Direct Debit mandates and recurring premium collection, taking premium collection to 100% automated Direct Debit. Ran Event Storming with business stakeholders to establish one shared domain model.
- **Engineering Manager, Birds Eye View (UK insurtech):** led a distributed team of 8 on a B2B2C family-finance platform, delivering 5–6 releases per quarter; drove architecture and RESTful API/microservice design with the CTO and Product; cut deployment lead time on AWS from ~8 minutes to under 2.
- **Senior Software Engineer, SuccessData (London):** owned platform infrastructure end to end on AWS: Keycloak IAM, Eureka and Zuul gateway, Nginx, SonarQube gates, JMeter and Newman testing, Docker/Kubernetes/Helm with GitLab CI. Built the full observability stack (ELK, Metricbeat, APM) with a correlation ID on every request, cutting MTTR from 1–2 hours to minutes.
- **Software Engineer, Fetch (UK startup):** designed and built Node.js GraphQL microservices serving thousands of users; integrated Stripe for checkout and card payment capture, processing 100% of payments through the platform.

Software Engineer – DeCurtis Software Solutions

Feb 2017 – Jan 2019, Jaipur, India

- Built 12–15 Java/Spring Boot microservices over Apache Kafka processing millions of events per week; Jenkins and Spinnaker CI/CD, Redis caching, JUnit.
- Implemented multi-threaded, Quartz-scheduled batch jobs cutting onboarding effort ~50%; profiled and tuned performance with JProfiler and JVisualVM.

EDUCATION

B.Tech (Honours), Computer Science & Engineering, Poornima Institute of Engineering and Technology, Rajasthan Technical University, Jaipur | 2013–2017