# Satmeet Ubhi

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## Engineering Executive

A seasoned engineering executive and architect with 16+ years of experience scaling global teams and developing cutting-edge, AI-native SaaS platforms. Expert in leading organizational transitions from legacy systems to highly scalable, multi-AI agent architectures for complex, regulated enterprise environments. A hands-on "player-coach" who combines deep technical infrastructure expertise with a founder's mindset—currently architecting independent, full-stack applications from the ground up. Proven track record of expanding engineering hubs across the Bay Area and globally , driving development velocity, and directly aligning technical strategy with significant ARR growth.

## WORK EXPERIENCE

### Workday (Evisort Acquisition)                    10/2024 - Present
**Director of Engineering**

- Spearheaded the rapid expansion of the engineering organization to support the Workday integration, scaling remote and overseas teams while establishing a strong, collaborative engineering culture

- With an opportunity to leverage Evisort's AI in new Workday modules, led the custom integration of our LLM-based AI with Workday's Accounting Agent and Policy Agent, and drove innovation that delivered superior value to customers by automating complex tasks and significantly improving user experience.

- Addressed the technical challenge of scaling the Evisort platform to meet high-volume enterprise demands from Workday, led a team-wide initiative on operational excellence, implemented new processes for monitoring and performance, and successfully scaled the platform, resulting in improvement in uptime and latency metrics, and fair scheduling of workloads.

### Evisort                    10/2019 - 10/2024
**Director of Engineering/ Principal Engineer  •  Full-time**

- Led the development of a groundbreaking AI Agent solution in legal tech, addressing an unmet market need by enabling customized document analysis and metadata extraction. Directed a cross-functional team to build an in-house large language model (LLM), positioning the product as a key differentiator and a critical competitive advantage that contributed directly to significant sales goals.

- Built and managed a high-performing team, including engineering managers. I recruited top talent, coached engineers for performance, and promoted key individuals, which ensured alignment with business objectives and consistently delivered on strategic goals.

## SKILLS

Agentic AI, Agile Methodologies, AI Agent, APIs, AWS, Bash, Cloudformation, Containers, Cross-Functional Collaboration, Data Engineering, Django, Docker, DynamoDB, ECS, ElasticSearch, ETL, FastAPI, Flask, Generative AI/ML Systems, Go, GraphQL, Groq, gRPC, Kafka, Kubernetes, Lambda, Leadership and Team Management, LLM, LLMs, Microservices, MySQL, OpenAI - ChatGPT, PostgreSQL, Python, Redis, S3, SDLC, Serverless, SQS, Streaming/Event driven systems, Technical Strategy and Roadmapping, Terraform, Web Services

## PUBLICATIONS

### The effects of the glutamate agonist BMAA on the walking behavior of adult fruit flies                    07/2010

OXFORD UNIV PRESS INC

https://sicb.org/abstracts/the-effects-of-the-glutamate-agonist-bmaa-on-the-walking-behavior-of-adult-fruit-flies/

https://hero.epa.gov/hero/index.cfm/reference/details/reference_id/7451050

## EDUCATION

### M.S. Computer Science

California State University Fresno, CA
GPA: 3.8/4.0
01/2010

- As a Principal Engineer, I architected and implemented key platform infrastructure, leading the migration from a legacy monolith to a scalable, enterprise-ready microservices architecture. My work included defining and utilizing modern **architectural patterns**, developing a robust authentication service, and engineering the inaugural public API, which secured contracts with major enterprise clients. I also leveraged **automation** to build and test data processing pipelines for NLP and LLM algorithms and a two-way data synchronization system, all of which enhanced platform stability and enabled new revenue streams.

## Upstart
05/2021 - 12/2022

### Principal Engineer/Engineering Manager

- Identified bottlenecks in the software development lifecycle, leading to slow project delivery and inconsistent developer environments. Led the platform team to develop and launch a suite of essential developer productivity tools, including a containerized local development environment, streamlined developer setup, and automated code linting. This initiative drove a 20% increase in developer efficiency, accelerated project delivery by 15%, and significantly improved consistency across engineering teams.

## Chegg
09/2017 - 10/2019

### Staff Software Backend Engineer

- The user-submitted content validation and suggestion system required real-time processing and a scalable, fault-tolerant architecture. I architected and implemented a microservices-based grammar and plagiarism checker using event streams (SQS, Lambda) and web sockets to provide real-time feedback. This system processed over 1,000 requests per second, ensuring a seamless user experience and directly supporting the core functionality of the product. (https://writing.chegg.com)

- The AI/ML teams lacked a streamlined process to deploy new models and experiment efficiently in production. We built tooling and pipelines, and set up infrastructure on AWS using CloudFormation and CI/CD pipelines for both engineering and ML teams. This enabled the teams to quickly deliver new models and perform A/B experiments, accelerating the innovation cycle and increasing overall productivity.

## Percolate Inc.
04/2016 - 09/2017

### Senior Software Engineer

- As a lead software engineer, designed and implemented a multi-stage, event-based data pipeline for analytics using **Kafka** and **Elasticsearch**. Developed a versioned schema design for a canonical data model, which was crucial to the system's evolution. My work included building integrations with **Twitter** and **Facebook APIs** to ingest user metrics, providing a holistic view of user engagement and transforming raw data into actionable insights for the business. This strategic initiative laid the foundation for advanced analytics and reporting capabilities.

## nOps.io
11/2015 - 04/2016

### Lead Software (Founding) Engineer

- As a founding engineer, was involved in the project from inception to its first (beta) release and worked with stakeholders directly and broke down requirements into engineering tasks. Built and managed a team of 8 engineers.

- Architected, Designed and Implemented a scalable solution for providing visibility into cloud infrastructure security, billing and aggregating data to set up alerts and notifications, tracking real-time changes to infrastructure and capturing all the activities.

**Bachelor of Tech. Computer Science**

Punjab Technical University
01/2006

## CERTIFICATIONS

**AWS Certified Solutions Architect - Associate**

AWS

**Seagate Inc.**                                           07/2013 - 10/2015

**Staff Software Engineer**

**LucasFilm Ltd**                                          01/2012 - 01/2013

**Software Engineer, FullStack**

**Pelco (Schneider Electric)**                             01/2009 - 01/2012

**Software Engineer II**

**Infosys Technologies Ltd**                               01/2006 - 01/2008

**Software Engineer**