

# KASHIF I. MOHAMMED

MBA, PMP, PMC, CSM, LSSGB, ITIL

## VP of Software Engineering

### Streamlined IT Operations & Global Infrastructure & Enabled Organization Through: Digital Modernization, Value-Driven Technology, & Turnaround Leadership

P&L TO \$30M - TEAMS TO 90+ - GLOBAL OVERSIGHT - MID-SIZED TO LARGE TECHNOLOGY SERVICES COMPANIES

Growth-focused software technology and business turnaround executive with success developing organizational technology improvement plans, defining architectural standards, providing enterprise-wide direction on use of innovative technologies, aligning systems with business goals, and maximizing business productivity. Global technology leader with success overseeing full life cycle of multimillion-dollar IT project portfolios to maximize ROI.

**CORE COMPETENCIES:** Strategic Planning & Analysis, Team Building & Leadership, Organizational Leadership, Change & Operations Management, Superior Customer Service, Program & Portfolio Management, P&L Oversight, Risk Management, Technology Product Development, Regulatory Compliance, Cloud Computing

### SELECTED BENCHMARK PERFORMANCES & HIGHLIGHTS

Led global scaling of organization with 150+ engineers and managers.

Reduced risk profile by revamping cybersecurity frameworks.

Scaled organizations with multi-tenant SAAS platform.

Envisioned and employed ITIL best practices for IT service management.

Keynote speaker at townhalls and user conferences.

- ▶ **Organizational Excellence:** Increased organizational efficiency by 35% by implementing ITIL best practices, aligning mission with business objectives, and driving compliance with standards.
- ▶ **Product Management:** Launched 27+ innovative web, mobile, and embedded products in e-commerce, ESG, ERP, and financial domains, leveraging nextgen technologies (Blockchain, AI, ML, IoT).
- ▶ **IT Infrastructure Management:** Reduced IT infrastructure budget by \$4M by upgrading IT infrastructure hosting for 40+ web apps.
- ▶ **Digital Transformation:** Bolstered revenue by \$30M by migrating on-premise product delivery to cloud platforms.
- ▶ **Business Development:** Optimized market share by 20% in maritime industry and bolstered revenue by \$5M by delivering M&A, researching 60+ companies for M&A, and consolidating digital solutions.
- ▶ **Cost Reduction:** Reduced cost by 50%+ by creating software/data

centers and developing data strategies.

- ▶ **Value Creation:** Achieved EBITA of \$30M by managing digital transformation and updating two-tier applications from on-premises installer products to multi-tenant cloud SaaS platform delivery.
- ▶ **Organizational Leadership:** Saved training costs of \$100K+ by delivering effective talent management and liaising with globally distributed teams, including engineering, data science, and analytics.
- ▶ **Operational Efficiency:** Increased SDLC process efficiency by 35% by employing organizational OKRs, scaling Agile (SAFe), DevOps, trunk-based development, feature toggles, TDD, and shift-left testing.
- ▶ **Development Efficiency:** Enhanced efficiency by 70% by introducing low/no-code platforms and deploying infrastructure.

### TECHNOLOGY + INNOVATION + TRANSFORMATION LEADERSHIP NARRATIVE

S&P Global, Houston, TX - 2023 - Present

S&P Global provides data, analytics, and benchmarks across sectors to empower informed decision-making, with \$14B revenue and 40K+ employees.

#### VICE PRESIDENT OF SOFTWARE ENGINEERING, Commodity Insights Division

P&L: \$500M | Annual IT Operating Budget: \$20M | Reports: 150+ | Products Managed: 50+ | Report to: Head of Technology

**Appointed by the CTO** to spearhead the development and execution of the organization's mission and vision, align IT strategies with global business objectives, and foster a culture of innovation, particularly following the IHS Markit merger. Demonstrated success in leveraging emerging technologies, leading large-scale cloud migrations, and ensuring regulatory compliance. Proven expertise in driving operational excellence, building high-performing teams, and integrating AI-driven solutions to transform product offerings.

- ▶ **Leadership & Talent Development:** Increased team engagement, retention, and skill proficiency by building a culture of continuous learning, strategic hiring, and cross-functional collaboration.

- **Reduced turnover by 15%** and increased skill proficiency by 25% through targeted training programs, mentoring, and quarterly town halls to foster a culture of learning and engagement.
- **Expanded the engineering team by 100%**, hiring 75 engineers in six months and promoting 15% to leadership, strengthening the leadership pipeline.
- **Boosted team efficiency by 30% and problem resolution speed by 20%** by launching Communities of Practice (CoP) for Architecture, Agile, DevSecOps, and QA, enhancing cross-functional collaboration and expertise.
- **Improved collaboration by 30% and productivity by 15%** by restructuring the organization to align with business values and implementing a location strategy for teams in Canada, the US, UK, Poland, and India

**RESULTS**

- **Enhanced revenue by \$50M.**
- **Enhanced portfolio throughput by 60%.**
- **Slashed OPEX by \$5M.**

- ▶ **Strategic Vision & Execution:** Led technology strategy to drive alignment, innovation, and business growth through roadmapping, GenAI integration, and customer-focused enhancements.
  - **Increased project alignment by 40% and accountability by 25%** by developing a multi-year technology roadmap, establishing architecture design, defining common capabilities, and creating prototypes aligned with business goals.
  - **Boosted product engagement by 30%** by implementing GenAI solutions, including developing a GenAI Assistant to build dashboards and enabling data querying via Text2SQL.
  - **Improved customer response times by 50% and reduced support queries by 20%** with a real-time, multi-channel Status Page for Commodity Insights.
  - Enabled scalable SaaS transformation by forming a customer advisory board, pitching a business case to stakeholders, and leading the migration of desktop applications to a multi-tenant SaaS platform.
- ▶ **Agile Leadership & Project Management:** Optimized project delivery, streamlined value, and increased team efficiency through agile transformations, strategic alignment, and value-focused structuring.
  - **Increased sprint predictability by 35% and achieved a 95%** on-time delivery rate by leading SAFe agile transformations, improving team collaboration, and streamlining execution processes.
  - **Reduced release cycle times by 25%** by implementing a Technology Agile Release Train (ART) to oversee complex initiatives, including AWS Migration, RHEL Upgrades, and cybersecurity audits.
  - **Enhanced portfolio throughput by 30% and reduced lead time for key features by 20%** through conducting a value stream mapping analysis, establishing dedicated value streams, and forming stream-aligned teams to focus on high-impact business outcomes
- ▶ **Operational Excellence & Compliance:** Delivered high availability, robust security, reduced technical debt, and operational efficiency through strategic cloud migration, proactive monitoring, and infrastructure upgrades.
  - **Achieved 99.99% uptime** and reduced technical debt by migrating to AWS, implementing live monitoring dashboards, and modernizing outdated systems, enhancing stability and performance.
  - **Remediated 80.5% of vulnerabilities** to strengthen cybersecurity, achieving compliance with SOC, and ISO standards and reinforcing a security-first culture.

ABS GROUP, Houston, TX · 2019 – 2023

*A global management consulting firm with \$500M revenue and 1K+ employees. Named one of the world's and America's best by Forbes.*

**MANAGER, NS DEVELOPMENT, GLOBAL HEAD OF TECHNOLOGY, Nautical Systems Division**  
**P&L: CAPEX of \$8M | Annual IT Operating Budget: \$15M | Reports: 100 Total | Report to: COO**

**Appointed by COO** to develop and implement organizational mission and vision, cultivate innovative culture, and align IT strategy with global business goals. Provided technology-enabled solutions and uncovered new and emerging technologies in areas such as data analytics, mobility, and cloud computing by fostering relationships with business/operational leadership across enterprise and identifying new and emerging technologies. Attained SOX, PCI-DSS, SOC, and ISO 27001 compliance by defining SDLC, backup policies, security, disaster recovery, and business continuity.

- ▶ **Operational Excellence: Enhanced revenue/profitability by 350%/175%** by delivering products, integrating product lines with Gainsight, and employing microservices strategy for API development of REST endpoints.

- Bolstered operational efficiency by 60% by leading application development teams, improving internal ERP systems, employing Jira/Confluence for project delivery, and integrating with Drata for security and compliance automation.
- Enhanced development efficiency by 70% by creating tools for SaaS applications, employing Azure platform infrastructure, and devising metadata-driven templates for UI, SQL-based REST API, and rules engine.
- Decreased waste by 30% and increased efficiency by 95% by re-engineering software development processes.

**RESULTS**

- Enhanced scalability and performance by 60%.
- Slashed training costs by \$100K+.

- ▶ **Value Creation:** Increased feature product release speed by 60% by devising project artifacts like RACI matrix, overseeing SDLC process, delivering cadence across organization, and creating fast integrated learning cycles.
  - Optimized productivity by 30% by managing staff development/performance review based on quantifiable goals.
  - Generated annual revenue of \$10M by managing product portfolio for new product lines launch.
  - Slashed OPEX by \$1.5M and updated financial levers, budget planning, NPV analysis, M&A, EPS, ROIC, EBITDA, P/E, and WACC by holding financial responsibility, ensuring expenses transparency, and building cost centers.
  - Achieved EBITA of \$30M by managing digital transformation and updating two-tier applications from on-premises installer products to multi-tenant cloud SaaS platform delivery.
- ▶ **Team Leadership & Training:** Achieved employee retention by developing training program, streamlining OKRs and KPIs for professional development, ensuring engagement between project teams, and fostering DEI culture.
  - Augmented customer satisfaction rates by 30% by ensuring coordination between product management, global sales, go-to-marketing, consulting, support, external vendors, and customers.

E-BUSINESS INTERNATIONAL INC., Client: ABS Nautical Systems, Houston, TX · 2014 – 2019  
*A staffing agency providing services to ABS Nautical Systems, a leading fleet management software provider.*

**SOFTWARE DEVELOPMENT MANAGER (2015 – 2019)**  
**Budget: \$3M+ | Reports: 44 Total | Reported to: Chief Operating Officer**

**Brought on board** to deliver human-centered design, manage Nautical System product lines, and achieve full business potential by designing prototypes for SaaS products, managing product life cycle from inception to commercialization, and leading product development teams within R&D portfolio. Attained client's trust and transformed business requirements into solutions by delivering operational and subject matter expertise. Adhered to budget targets and cultivated environment of responsibility by setting direction. Oversaw IT procurement for software/hardware requirements and managed product initiatives, voyage manager, vessel performance, and dispatch with budget of \$3M+ while focusing on achieving cost control.

- ▶ **Performance Improvement:** Augmented vessel performance solutions by delivering AI/ML/data mining.
  - Enhanced performance/scalability by 60% by implementing strategies, scaling infrastructure, and delivering data archival participation of data hot and cold storage.
  - Slashed training costs by \$100K+ and reduced reliance on external training by devising training programs.
- ▶ **Business Development:** Accomplished revenue increment of \$10M by providing web/mobile applications, delivering Blockchain electronic logs, and IoT-based data historian with predictive/prescriptive analysis using AI/ML.
  - Improved product delivery time by 15% by updating SDLC and managing change requests.
  - Attained 90 NPS, slashed churn rate/acquisition cost by 3%/30%, and optimized revenue by 2X by redesigning product line, determining current system/state, prototyping wireframes, building content style guide, updating customer onboarding, improving application performance, and introducing dashboards with data visualizations.

**RESULTS**

- Enhanced revenue/profitability by 350%/175%.
- Generated annual revenue of \$10M.
- Slashed OPEX by \$1.5M.

**TECHNICAL PRODUCT MANAGER – American Bureau of Shipping (2014 – 2015)**  
**Reports: 6 | Reported to: Director, Software Development**

**Helmed charge** to update applications and deliver new product lines by launching centralized applications while storing vessel design, sea trails, test results, and data for performance benchmarking. Implemented work orders for survey plans and defined rules/fee structure for classification/certification of vessels while maintaining ABS 2000 O2K application.

- ▶ **Productivity & User Experience Optimization:** Increased development teams' productivity by 30% by supporting clients, validating requirements, delivering business justification/system design, and managing development team.
  - Improved user experience by 100% by prototyping user journeys, mocking wizard screens, performing fault-tolerant testing, and building online help guides for easier navigation.
  - Ensured business development of \$25M by devising business units, cost centers, and budgeting models while conducting "what-if" scenarios, Monte-Carlo simulations, decision trees, and assessments for 3 ventures.

## EARLY WORK HISTORY

**SOFTWARE DEVELOPMENT ANALYST II**, · MERCURY INSURANCE GROUP, Oklahoma City, OK · 2010 – 2014

- ▶ **Secured \$21M annual income stream** within 3 years of product launch while creating SaaS insurance products for commercial auto, mechanical breakdown, and homeowners' insurance with \$3M budget.

**TECHNICAL LEAD** · OBJECTWIN TECHNOLOGIES, Client: Mercury Insurance Group, Oklahoma City, OK · 2007 – 2010

- ▶ **Achieved cost savings of \$5M+ in yearly expenditures** by delivering exceptional leadership to cross-functional team of 15 people and creating financial algorithms combining MVR, CLUE, and credit reports.

## EDUCATION

**MASTER OF BUSINESS ADMINISTRATION (MBA)** | The University of Texas at Austin, McCombs School of Business · 2023

**MASTER OF SCIENCE (MS) IN COMPUTER ENGINEERING** | University of Houston Clearlake · 2007

**BACHELOR OF TECHNOLOGY IN ELECTRONICS/COMMUNICATIONS** | Jawaharlal Nehru Technological University · 2005

## CERTIFICATIONS

**PROJECT MANAGEMENT PROFESSIONAL (PMP) | PRODUCT MANAGEMENT CERTIFIED (PMC) | CERTIFIED SCRUM MASTER (CSM) | LEAN SIX SIGMA GREEN BELT (LSSGB) | ITIL V3 CERTIFIED | SOA SOLUTION DESIGNER | GREEN IT CERTIFIED**

## PROFESSIONAL AFFILIATIONS & VOLUNTEER WORK

**Software Engineering Peer Community Ambassador** at Gartner

**Member of CDO/CIO/CTO Leadership Council | Member of Maritime Executive**

**Member of PMI Clearlake/Galveston Chapter**

**VP of Technology for Negotiations Organization** at McCombs School of Business

**Brand Ambassador** for McCombs School of Business

**2022: MCCOMBS MBA+** with Health Discovery Labs, Austin, TX

**2021: MCCOMBS MBA+** with First Key Homes, Austin, TX

## TECHNICAL INITIATIVES & SKILLS

Cloud Migration, Systems Implementation (ERP & CRM), Cybersecurity & Risk Management, Enterprise Architecture, Big Data (BI, IoT, Analytics), Artificial Intelligence (AI), Natural Language Processing (NLP), Machine Learning (ML), Java, Go, Python, TensorFlow, .NET, C#, Typescript, Angular, React, Ionic, flutter, MySQL, Postgres, Oracle, SQL Server, MongoDB, Influx, Couchbase, Snowflake, Databricks, Redis, Azure, AWS, Azure DevOps, GitHub Actions, Jenkins, OWASP, Microsoft Project, Jira, Confluence, Power BI