Sahil Talwar

Engineering Executive | Ex-RedShelf VP, Ex-Oracle Director | Distributed Systems, Scaled Infrastructure & AI-Native SDLC
U.S. Citizen □ 1618 8th Pl, McLean, VA 22101 □ (703) 431-3444 □ SahilTalwar88@gmail.com

Experience

RedShelf *February 2024 – October 2025*

VP of Engineering, Partnerships

- Oversaw the ~$40M RedShelf content platform and catalog system, governing partner integrations internationally across publishers & 1200+ schools to optimize content uptime, coverage and freshness
- Directed a 25 engineer organization while developing a strong pipeline of engineering management talent
- Maintained 99.9% availability for over 8M active users on the core platform, processing over 20M API calls/day on the critical request path
- Achieved 20%+ delivery velocity gains by modernizing the software development lifecycle across the engineering organization around an AI- and agentic-enabled model (Claude, Codex, Cursor) while establishing human-in-the-loop review standards, quality gates, and automated test coverage baselines
- Drove cross-team accountability and continuous improvement by establishing a centralized engineering governance framework that synthesized DORA/SPACE metrics, CodeClimate Velocity, Jira/GitHub telemetry, Customer Success data, survey data, and operational resilience metrics
- Overhauled org structure across engineering teams, increasing output by ~20% with 25% fewer people
- Launched a net new product which resulted in 10% increase in ARR & 50% increase in SOM within the FY
- Owned service financial health, reducing operational cost-to-serve by ~25% and issue Time-To-Resolution (TTR) by ~30% across legacy monolith system
- Governed platform integrity and third-party risk across the external partner ecosystem (publishers, schools, and students), mitigating active vulnerabilities to ensure zero-trust compliance
- Integrated LLMs into cross-functional workflows, including deploying NotebookLM across Customer Success knowledge bases to drastically reduce issue resolution times
- Streamlined QA structure across the org, introducing shift-left methodology & improving coverage by ~15%

Ungambled *October 2021 – Present*

Board Member & Co-Founder

- Transitioned to an advisory role in 2024 after adding 2 revenue streams via partnerships & doubling ARPC
- Personally bootstrapped, built, and launched flagship product from zero to market, maintaining extreme capital efficiency (<$10K/mo burn rate) leading up to a successful seed round
- Governed corporate structure, compliance posture, and financial operations for capital efficiency and scale
- Executed GTM strategy using telemetry, A/B testing, and software monetization models to optimize CAC
- Structured & managed engineering org and led product roadmap across all platforms (iOS, Android, Web)
- Built relationships with VCs in the space to build brand presence & ensure optionality for future investment

Oracle *April 2018 – July 2022*

Director, Software Engineering

- Owned engineering strategy and delivery for core infrastructure powering a $150M ARR platform, leading global engineering teams operating high-throughput distributed request processing systems
- Scaled a 50-person distributed engineering organization led through 4 Engineering Managers; rapidly promoted through Manager and Senior Manager to Director in 4 years
- Managed internet-scale real-time data infrastructure (~750 instances processing 30 billion API calls daily and over 1M transactions/sec at peak), maintaining sub-22ms latency SLAs and high-availability globally
- Directed platform infrastructure integrity, threat mitigation, and abuse-prevention efforts to guarantee consumer safety and platform trust across ad surfaces; mitigated active threats (e.g., malicious URL routing)
- Governed global regulatory compliance, partnering across Legal, Security, and Privacy teams to execute SOC2, GDPR, and CCPA frameworks, including zero-data-retention (clean room) architectures
- Spearheaded the end-to-end legacy migration of the DMP from IBM SoftLayer to OCI, executing architectural convergence onto shared infrastructure and dramatically improving compute cost efficiency

- Partnered with executive leadership (Engineering, Product, Security, and GTM) across 4 acquired companies to establish a unified API gateway and shared infrastructure services across 6 enterprise applications
- Cultivated an inclusive, high-performing engineering culture across 4 global offices, maintaining exceptional retention with only 4 departures over 4 years

Early Career Highlights

Lanetix *November 2015 – January 2018*

Senior Software Engineer

- Led 2 teams owning and modernizing Data & Process Modeling, the core system components of the product

Bitgrid *August 2014 – September 2015*

Chief Technology Officer

- Planned and executed technical strategy, software delivery and budget to bring product to MVP

Excella Consulting *February 2012 – November 2015*

.NET Specialty Area Lead & Senior Consultant

- Led 20 engineers and technical leads on a $40M modernization initiative for a mission-critical pension management platform managing $16B in assets under management and 65K active users
- Architected durable financial calculation engines delivering 100% precision in financial projections under strict contractual SLAs, running in production since 2015
- Rapidly promoted through Consultant to Senior Consultant and .NET Specialty Area Lead within 3 years

Open-Source R&D Leadership

Autonomous Agentic Talent Alignment & Optimization Engine

- Architected an autonomous multi-agent graph pipeline to ingest thousands of jobs, evaluate candidate profile alignment, and execute closed-loop content optimization, grading, and truthfulness verification
- Implemented productionized agent governance patterns, decoupling probabilistic model outputs from a deterministic, file-driven control plane to ensure execution control, auditability, and state reliability
- Built robust evaluation guardrails based on cutting edge research papers, incorporating context-isolated blind grading, decoupled evaluator/verifier roles for truthfulness checking, programmatic hook enforcement, and append-only ledgers
- Published core data ingestion & scraping components to open source; agentic orchestration to be open sourced soon

Skills

Delivery & Operational Excellence

- Engineering Strategy & Governance
- Developer Productivity & Metrics (DORA / SPACE)
- Developer Experience (DevEx) & Enablement
- High-Availability & Operational Resilience
- Performance Engineering & Cost-to-Serve Optimization
- Quality Engineering & Automated Testing Strategy
- Security Posture, Compliance (SOC2, GDPR, CCPA)
- Cross-Functional & Matrix Leadership

AI, Architecture, & Strategy

- AI-Native & Agentic SDLC Modernization
- AI Strategy, Transformation, & Adoption
- Distributed Systems Architecture
- Organizational Design & Executive Leadership
- Enterprise Cloud Migration & Infrastructure
- Cloud FinOps & Infrastructure Efficiency
- Release Governance & Continuous Delivery
- P&L, Capex/Opex, & Financial Management

Education

Virginia Polytechnic Institute and State University *May 2006 – May 2010*

- Bachelor of Science in Engineering: **Computer Science**, Bachelor of Arts: **Philosophy**, Minor: **Mathematics**