

KAUSTHUBH ADHIKARI

Software Engineering Manager

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Professional Summary

Software Engineering Manager with 10+ years of experience building and scaling secure, high-availability mobile and web platforms, including developer-facing SDKs. Led platform and mobile teams supporting 75M+ DAUs, while remaining hands-on across Android, iOS, React Native, and Kotlin Multiplatform. Known for an empathetic, lead-by-example leadership style and strong ownership of platform reliability, mobile security, and developer experience.

Skills

Leadership & Process : Team Management, Hiring & Mentorship, Cross-functional Collaboration, Technical Strategy

Mobile & Frontend : Android (Java, Kotlin, Jetpack Compose), iOS (Swift, SwiftUI, UIKit, Objective-C), React Native, Flutter, Expo

Platform & SDKs : Kotlin Multiplatform, SDK Architecture, API Design, Monorepos, Server-Driven UI, MVVM / MVI

Backend & Infra (Working Knowledge) : AWS (Lambda, S3, EC2), REST, gRPC, GraphQL, Message Queues

Experience

Engineering Manager - UI & Native Platform, 01/2025 - 11/2025

Constantinople - Bengaluru, Karnataka

A unified technology platform powering digital banks.

- Owned the Mobile & Web Platform at Constantinople, leading a cross-functional team responsible for a **shared Web & Mobile mono repo (React Native + Expo)** powering reusable UI component systems, platform tooling and core mobile capabilities including Apple & Google Wallet integrations, notifications, deep-linking and BFF + Server Driven UI while upholding platform security, compliance & reliability.
- Defined platform SLOs and **reduced MTTR by 20%** by strengthening observability using **Sentry** and **Firebase Performance Monitoring** and establishing org-wide on-call rotations with clear incident management playbook.
- **Increased feature delivery by 25%** by introducing AI-assisted L1 code reviews using **GitLab Duo Bot & Code Rabbit**, automated code scaffolding and shared implementation across Mobile and Web.
- Secured the mobile platform by implementing **RASP** protections via a **Kotlin Multiplatform** wrapper over **Guardsquare**, ensuring regulatory compliance and passing annual third-party penetration testing.
- Led **go-live of 3 partner banking apps** serving **350k users**, achieving a **99.1% crash-free rate** and **p95 launch** time under 2 seconds.
- Led org-wide hiring and onboarding of 15+ engineers across multiple teams, maintaining a high technical bar while scaling the organization.

Senior Software Engineer, 12/2023 - 01/2025

Razorpay - Bengaluru, Karnataka

- Contributed to the Turbo Engineering team at Razorpay, helped take the UPI Turbo plugin to production while owning critical modules including VPA and Contact management.
- Drove POCs to improve shipping velocity by leveraging Kotlin Multiplatform for SDK development and prototyping over-the-air SDK updates using dynamic DEX delivery.
- Co-created a new **authentication mechanism** with **NPCI**, which secured authentication and **decreased** onboarding (device binding) **time by 80%**
- Led key merchant go-lives for marquee merchants like **Ola, iXigo** adding to the monthly **GMV of Rs. 120 Million+**

Engineering Manager - Mobile SDK, 11/2022 - 12/2023

CustomerGlu - Bengaluru, Karnataka

A gamification & engagement platform used by major consumer apps.

- Led the SDK squad owning SDK delivery across **Android, iOS, React Native** and **Flutter**, improving performance and security while streamlining integration and tooling resulting in faster merchant go-lives and more reliable releases.
- Drove cross-functional initiatives to improve gamification performance and merchant onboarding, achieving an 85% reduction in load time and a 60% decrease in merchant onboarding time.
- Strengthened SDK security by owning data-in-transit and at-rest protections, implementing **SSL pinning** and **AES-256** encrypted secure storage.

- Led SDK go-lives across **10+ merchant apps** (including **Zepto, ET Money** and **Rebus**), scaling the platform to **75 Million DAUs** while maintaining **98% crash-free sessions** through disciplined release management and stability-focused quality gates.

Lead Mobile Engineer, 01/2019 - 09/2022

DriveU - Bengaluru, Karnataka

- Scaled DriveU from **100k** to **1.5M+ users** while leading mobile engineering and evolving the architecture from **MVP** to **MVVM**. Improved crash-free rate to 96%, reduced Search API costs by 60% through an optimized **Google Maps + MapMyIndia** strategy and expanded the app into multiple service verticals. Enhanced performance, added analytics for data-driven decisions.

Cofounder, Mobile & VR Lead, 12/2016 - 12/2018

TBG Labs - Bengaluru, Karnataka

- Co-founded TBG Labs; led Mobile & VR development and shipped 6+ MVPs across consumer and experimental products.

Android Engineer, 09/2015 - 09/2016

Yourstory Media - Bengaluru, Karnataka

- Yourstory is a leading startup related news site. Rewrote the whole app from scratch into a more stable and more mature app. Also made the UI/UX of the app Material Design compliant.

Education

Bachelor of Science (B.S.): Information Technology, 03/2012

University of Mumbai