

TEJAS VILAS MEDADE

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PROFESSIONAL SUMMARY

Senior Software Engineer around **4 years** of experience designing, building, and modernizing enterprise-scale applications across HR technology, financial services, and SAP-based enterprise product ecosystems. Strong backend expertise in Java, Spring Boot, Hibernate, Express.js and microservices architecture, combined with frontend experience across React, Angular, and Flutter. Proven track record owning end-to-end feature delivery from API and database design through production deployment - while driving performance optimization, application security, and code quality in high-availability, multi-tenant platforms. Experienced in mentoring engineering teams and collaborating cross-functionally in Agile environments.

TECHNICAL SKILLS

Languages: Java (Core Java, Java 17), JavaScript, TypeScript

Backend: Spring Boot, Spring Framework (MVC, Security, Batch, Data JPA), Hibernate, Microservices Architecture, REST APIs, RESTful Web Services, gRPC, Express.js, Node.js.

Frontend: React, Angular, Flutter, HTML5, CSS3, Bootstrap, Tailwind CSS

Databases: Oracle DB, PostgreSQL, MS SQL Server, MongoDB, NoSQL, Elasticsearch, JDBC

Messaging & Streaming: Apache Kafka, RabbitMQ

Cloud & DevOps: AWS (EC2), Docker, Jenkins, GitLab CI/CD, Apache Tomcat, JBoss, Multi-Environment Deployment

Testing & Quality: JUnit, Mockito, Selenium, Postman, K6 (Performance/Load Testing), SonarQube, JaCoCo

Security: JWT, OAuth 2.0, AES-256 Encryption, HSM Model, XSS/CSRF Prevention, SQL Injection Prevention, Input Sanitization

Tools & Practices: Git (GitHub/GitLab/Bitbucket), Maven, Jira, Confluence, Swagger/OpenAPI, Agile/Scrum, CI/CD

PROFESSIONAL EXPERIENCE

Senior Software Engineer | HR Tech | PeopleStrong Pvt Ltd, Gurugram

Jan 2025 – Present

- Spearheaded "**Project Parivartan**" modernizing a legacy **JSP/JSF** monolith into a **Spring Boot (Java 17) microservices architecture** with a **Flutter** frontend — cutting UI glitches by **70%**, boosting DB response times by **35%+**, and achieving a **6-month bug-free deployment** recognized with a company-wide **Townhall award**.
- Led the **Middle East regional rollout** of Project Parivartan, single-handedly delivering **120+ features in 3 months** while refactoring **~35,000 lines of legacy code across 700+ files**.
- Redesigned a **20-year-old legacy data architecture** to support complex **nested employee data relationships** for Middle East enterprise clients — conceptualizing and delivering a critical structural refactor in just **3 weeks**.
- Architected an enterprise-grade **employee lifecycle system** with **form/panel/tab-level security**, **role-based multi-stage approval workflows**, **audit history**, **attachment support**, and **effective-date-driven schedulers** for automated data updates.
- Built an **event-driven document/letter/Excel bulk generation engine** using **Apache Kafka** with **scalable consumer groups** and **JDBC batch processing**, enabling high-volume asynchronous enterprise operations.
- Engineered a **global employee API framework** adopted across **18+ modules**, reducing code duplication and standardizing data delivery via **Flutter/Dio-powered RESTful APIs**.
- Optimized legacy **SQL stored procedures** and complex queries, eliminating application timeouts and UI freezes, while implementing **effective-date-based temporal tracking**, **audit trails**, and **versioning in MS SQL Server** for critical employee data.
- Secured sensitive enterprise data at scale — designing **AES-256 payload encryption**, **multi-tenant RBAC**, and **DPDP-compliant** data handling across the platform.
- Led a **K6 performance/load-testing framework** validating **200+ API endpoints across 30+ modules** under **300 concurrent users**, backed by **Dockerized CI/CD** and **80%+ code coverage via JaCoCo**.
- Managed **zero-downtime deployment pipelines** across **9 global environments** and drove flawless quality with a **zero-reopen record across 50+ critical production bug fixes**.
- Grew engineering talent and technical hiring mentoring **15+ junior engineers** and interviewing **70+ candidates** — while contributing directly to feature/performance work that helped drive a **20% increase in company revenue**.

- Led migration of **legacy JSP-based** applications into a **scalable microservices architecture** using **React** and **Spring Boot** - spearheading the refactoring effort and leading design/development of new React components **from scratch** - increasing user engagement **by 40%** while reducing technical debt and improving **performance, scalability, and user experience**.
- Developed and integrated **RESTful APIs** and **backend services** in **Spring Boot**, enabling secure, efficient communication between **frontend and backend systems**.
- Designed **Oracle DB schemas** and executed **complex data migrations** and **optimized stored procedures** to improve backend operations and **data processing efficiency**.
- **Built Mahindra Finance's Internal Loan Transaction System** - managing master sheet maintenance and loan data processing under **RBI compliance guidelines**, from applicant data collection through backend **approval/rejection workflows**.
- Implemented **financial calculations** and **algorithms** including the **HSM (Hardware Security Module) model**, and engineered a data security layer **using RSA encryption, signature encoding, and decryption** mechanisms for high-value transaction data - identifying and mitigating **SQL injection vulnerabilities** through threat analysis and input/payload sanitization, which improved **transaction processing time by 25%**.
- Implemented **JWT token authentication** and Single Sign-On (**SSO**) for secure access control, developed rate limiters to protect against abuse and denial-of-service attacks, strengthening security for sensitive financial data.
- Managed and optimized **Tomcat** and **JBoss** deployment processes - reducing production **downtime by 20%** - while integrating **advanced logging** and monitoring for real-time user activity tracking and **system troubleshooting**.

- Led **backend development** for Master Data Online (**MDO/Fuse**) using **Java** - spearheading **end-to-end architecture** with **Elasticsearch** for real-time data visualization and dynamically generated database tables and delivered **client-specific modules**.
- Optimized system performance through **algorithmic improvements**, designing advanced **Elasticsearch** lookup rules and custom scripts, and refining **JOOQ queries** - achieving an **~15% performance** gain post-migration to Elasticsearch integration for real-time data visualization delivering actionable business insights.
- Built microservices APIs using **gRPC** and **RestTemplate** for robust inter-service communication and **backend automation**, engineering flexible, **dynamic database schemas** with **SQL/JOOQ** to support client-specific customizations and runtime table generation.
- Led implementation of a **mass upload feature with data validation**, automated notifications, and **detailed Excel reporting** to streamline data management **workflows**, and built bulk data **import/export** functionality (CSV/Excel) across the user dashboard and automated report generation by **transforming** dashboard data **into PDF/PPT** formats via **AWS infrastructure** using **RabbitMQ**.
- Strengthened application security by improving **JWT token authentication**, resolving **SonarQube-flagged vulnerabilities**, and developing **user profile/authorization features** including **license generation via keygen**; also spearheaded **automation efforts**, developing **30+ Selenium and Java automation scripts plus JS/Node.js utilities** for Fuse Excel Connect, and designed/tuned **JBPM** workflows and **KIE components** for business process automation.

- Completed an intensive, industry-aligned Full Stack Development program, gaining hands-on experience designing, developing, and deploying **Java, Spring Boot, Hibernate, Servlets, JSP**, and **Maven** based backend solutions and **RESTful APIs** as part of enterprise-style coursework.
- Built an “**Masai LMS Portal**” project using the **MEAN stack (MongoDB, Express.js, Angular, Node.js)** - designing a **MongoDB** schema with full **CRUD** operations, an **Angular** frontend, and **Express.js** REST APIs, with basic authentication and a responsive UI.
- Strengthened data structures and algorithms proficiency **through rigorous**, practice-based **coding exercises**.
- Collaborated in **team-based projects** simulating professional development workflows and **software engineering** best practices.

ADDITIONAL EXPERIENCE

Freelance Web Designer Revenant E-Sports, USA (Remote/Freelance)	2020 – 2021
Human Resources Assistant Writer Corporation, Mumbai	2017 – 2018

EDUCATION

Bachelor of Architecture Amity University, Mumbai	2016 – 2022
Higher Secondary Certificate (H.S.C.) – Science St. Xavier's College, Mumbai	2014 – 2016

CERTIFICATIONS & ACHIEVEMENTS

- Winner, N.A.S.A CAMPDES - national architecture design competition organized by the National Association of Students of Architecture, India (2019–2020).
- Qualified to the India level, MARRS Spelling Bee, Cambridge University (2007–2008).