



Complete Job Search Management

0 to 17 Recruiter Engagements & 2 Interviews

Through End-to-End Execution

“An Engineering Leadership & Platform Transformation leader with 16+ years of experience was getting insufficient traction for senior mandates. We took over his entire job search execution, operating as his Executive Job Search Partner to build a robust pipeline of senior technology leadership opportunities.”

0→17

INBOUND RECRUITER

LEAD

SENIOR MANDATES IN

6+

CHANNELS ACTIVE

100%

MANAGED EXECUTION

2

INTERVIEW SECURED

- 1

Target Role Identification
- 2

Market & Opportunity Research
- 3

Recruiter Outreach
- 4

Application Management
- 5

Follow-Up & Engagement
- 6

Interview & Opportunity Coordination

NG

NEERAJ G. | Technology & Engineering Leader

16+ years across Engineering Leadership, Platform Transformation, Cybersecurity, Digital Identity, Enterprise SaaS & Large-Scale Technology Execution.

THE PROBLEM

Strong Technology Leadership. But Limited Job Search Traction.

Neeraj G. had built a strong 16+ year career across engineering leadership, platform transformation, cybersecurity, digital identity, enterprise SaaS platforms and large -scale technology execution. He had led engineering teams, built scalable platforms and managed complex technology transformation initiatives.

ZERO INBOUND

No time to consistently manage and execute the job search

HIDDEN VALUE

Strong experience was not converting into enough recruiter conversations

TIME CONSTRAINTS

No structured process to manage applications, recruiter outreach, and follow-ups

STAGNANT VISIBILITY

Relevant leadership opportunities were not consistently reaching him



We Took Over His Entire Job Search

LeadershipAura became his Executive Job Search Partner under our Complete Job Search Management plan. First, we fixed the foundation with quick, high-level positioning work. Then we moved to what really mattered: running his daily job search execution every single day, fully managed by our team to correct how his profile was read by ATS systems, recruiters, and senior hiring managers.

JD Research & Gap Analysis

Resume Branding

LinkedIn Optimization

Naukri Optimization

Three defined stages. Each with a clear, visible deliverable.

STEP 01

Market Research & Gap Analysis

We evaluated current hiring benchmarks for senior engineering leadership, platform transformation, and enterprise SaaS roles. By dissecting active executive job descriptions, we pinpointed the exact disconnects between Neeraj's 16+ years of large-scale technical execution and what executive boards were screening for.

STEP 02

Positioning & Discoverability

We overhauled his professional footprint to immediately appeal to senior talent acquisition teams. Through targeted updates to his executive resume, LinkedIn, and Naukri profiles, we framed his expertise around architecture modernization, cybersecurity governance, and digital identity strategy.

STEP 03

End-to-End Job Search Execution

We took complete ownership of his daily job search operations. Our team sourced unlisted executive opportunities, customized his resume for rapid submissions, drove direct outreach to tech recruiters, and managed persistent follow-ups to secure steady interview momentum.

WHAT WE DID EVERY DAY

- 1

Identified Relevant Opportunities
- 2

Reached Out to Recruiters
- 3

Activated Recruitment Networks
- 4

Applied to Matching Roles
- 5

Followed Up Consistently
- 6

Approached Hiring Managers
- 7

Tracked Every Opportunity
- 8

Benchmarked Compensation

PROOF OF EXECUTION | RECRUITER ENGAGEMENTS

Real Recruiter Emails he Received –

These are actual recruiter emails, we started managing her job search.

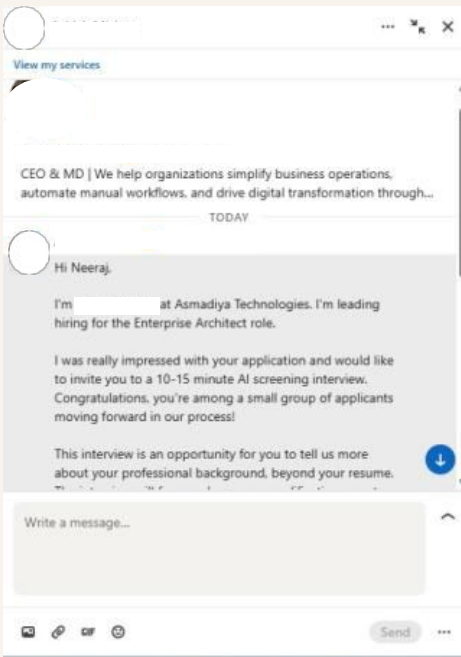
INBOUND EMAIL

INBOUND EMAIL

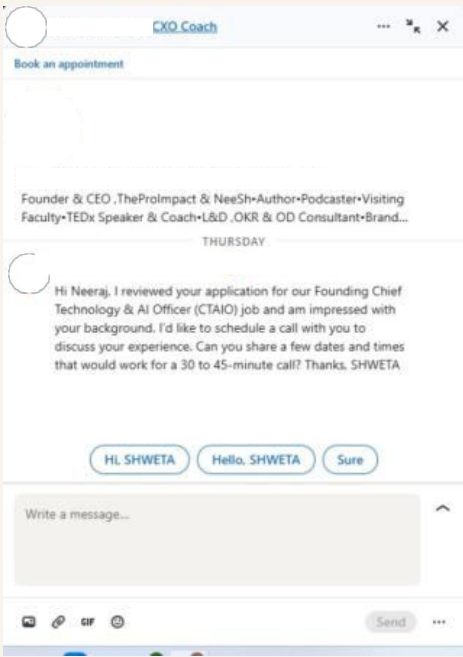
INBOUND EMAIL

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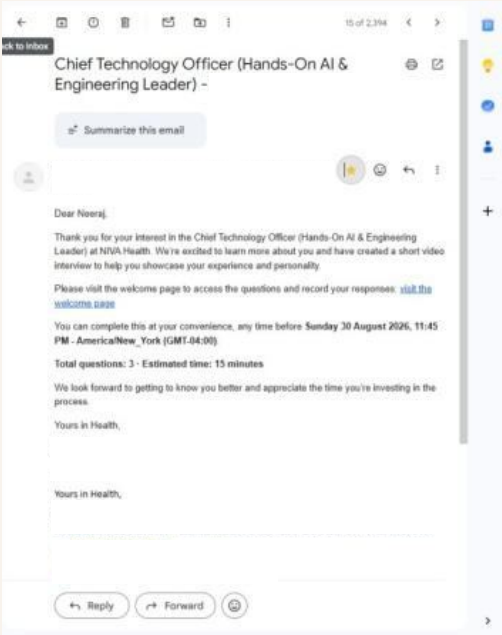
◆ LINKEDIN | RECRUITER OUTREACH



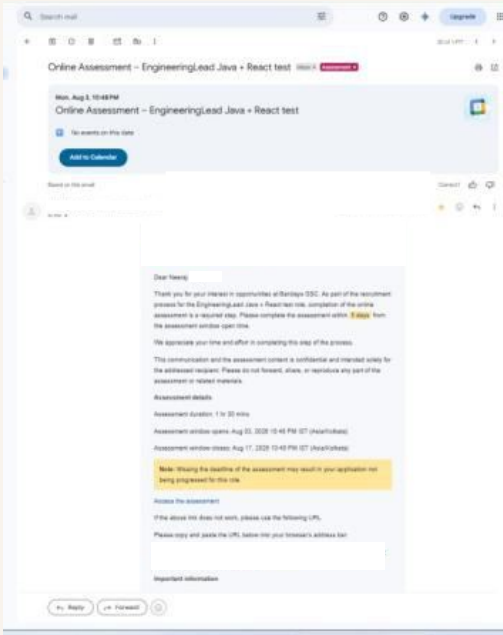
◆ LINKEDIN | RECRUITER OUTREACH



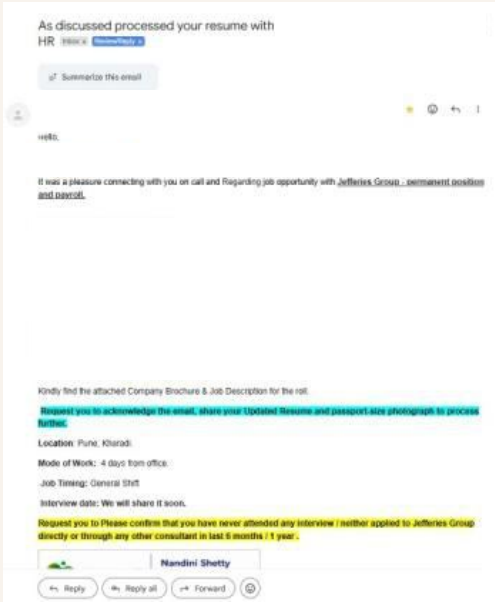
◆ EMAIL INBOUND | CHIEF TECHNOLOGY OFFICER



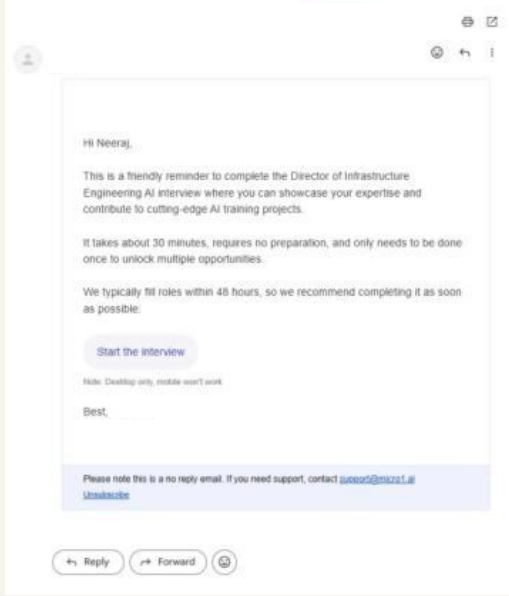
◆ EMAIL INBOUND | ONLINE ASSESSMENT



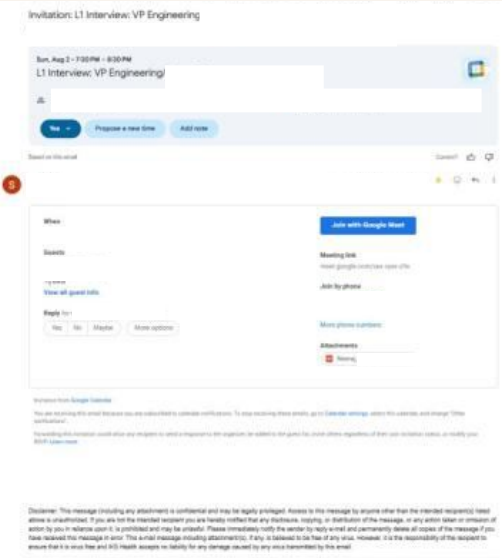
◆ EMAIL INBOUND | JOB



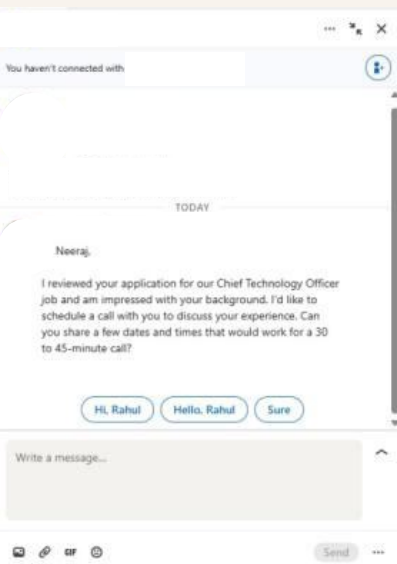
◆ EMAIL INBOUND



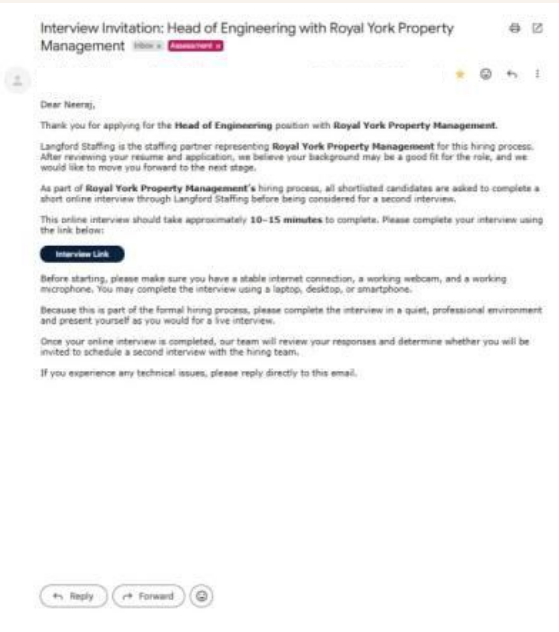
◆ EMAIL INBOUND | OUTREACH



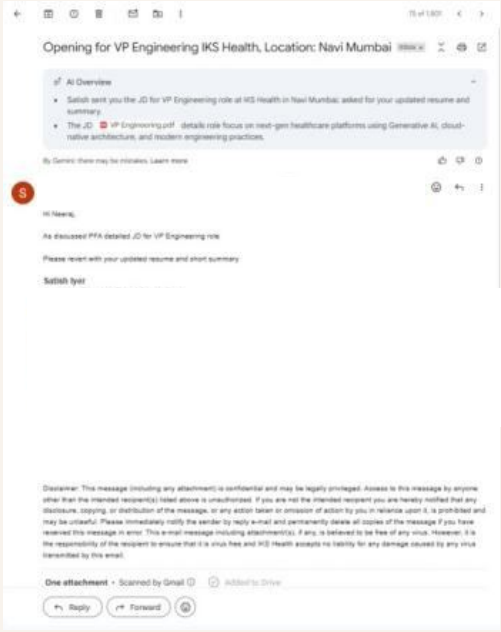
◆ EMAIL INBOUND | CHIEF TECHNOLOGY OFFICER



✦ EMAIL INBOUND | OUTREACH



✦ EMAIL INBOUND | VP ENGINEERING



T H E R E S U L T S

What Changed After We Took Over His Search

We stepped in as his Executive Job Search Partner under our Complete Job Search Management framework. By managing the end-to-end execution daily, we transformed his reach from zero activity into a live, high-intent pipeline.

0→17

INBOUND
RECRUITER
ENGAGEMENTS

LEAD

SENIOR
MANDATES IN
PIPELINE

100%

MANAGED JOB
SEARCH
EXECUTION

Multi

CHANNEL OUTREACH
LINKEDIN, NAUKRI,
EMAIL

2

INTERVIEW SECURED

B E F O R E A N D A F T E R

WHATWE MEASURED	BEFORE WE STARTED	AFTER WE TOOK OVER
Recruiter Calls	Zero. No one was reaching out.	2 executive-level interviews and 17+ recruiters actively engaged
Interview Quality	No invitation or junior-level maps	Senior-level pipeline built toward Engineering Leadership & Platform Transformation opportunities
Search Execution	Doing it alone, no structure	100% fully managed by our team daily
LinkedIn Presence	Low visibility, generic profile	Optimized, searchable, and content-active
Recruiter Network	No access to agencies	Profile actively shared across an elite agency network

W H A T M A D E T H E D I F F E R E N C E

SPEED

Applied within optimal timelines

TARGETING

Aligned to each JD

NETWORK

Shared with top agencies

CONSISTENCY

Daily outreach and follow-ups

CONFIDENTIAL

Discreet, private search execution



QUICK GLANCE | RESUME REPOSITIONING

Resume Rebuilt for Senior Leadership Roles

BEFORE

NEERAJ

Senior Technology Leader

SUMMARY

Senior Technology Leader with 15+ years of experience driving innovation & delivering scalable platforms in cybersecurity and digital identity. Expertise in transforming legacy systems into event-driven architectures, scaling platforms for millions of concurrent users and implementing quantum-safe authentication solutions. Skilled in leading cross-functional teams across engineering, architecture, QA and DevSecOps, aligning technology roadmaps with business goals for measurable outcomes. Proven success in integrating advanced security solutions across sectors like banking, defense and enterprise, ensuring seamless user experiences and optimal system performance. Seeking to leverage my strategic leadership and technical expertise to drive innovation, optimize performance and deliver impactful solutions in senior executive roles across dynamic organizations.

EXPERTISE

Engineering Leadership & Technology Transformation

Spearheaded the transformation of legacy platforms to microservice-based architectures, optimizing system scalability and performance while aligning engineering initiatives with business goals to accelerate product delivery and enhance platform capabilities.

Strategic Technical Roadmapping & Execution

Defined and executed quarterly technical roadmaps, collaborating closely with the CEO, Board and investors to align engineering priorities with organizational objectives, ensuring timely and high-impact delivery across the company.

Security & Scalability in High-Impact Solutions

Architected and delivered secure, scalable platforms in the cybersecurity domain, with a focus on identity management, cryptography and zero-trust security, ensuring high system availability and optimal performance in high-volume, mission critical environments.

DevSecOps Excellence & Delivery Optimization

Championed the implementation of DevSecOps practices, integrating automation and security tools that enhanced delivery efficiency, reduced issue leakage & ensured the continuous security & reliability of platforms across multiple environments.

Client-Facing Solutioning & Pre-Sales Leadership

Led technical discussions in pre-sales engagements, delivering tailored solutions to clients by integrating advanced cybersecurity platforms seamlessly into existing client systems, enhancing business outcomes & driving significant revenue growth.

KEY ACHIEVEMENTS

Quantum-Safe Platform

Scaled Platform serving 25 million identities with 20% fewer security issues.

Banking System Integration

Led platform implementation for a top 5 Indian private sector bank, serving millions of users

Architecture Transition

Transitioned product suite to a platform architecture with reusable components, cutting down integration TAT by 40%.

SKILLS

Architecture & Systems

Microservices, Service-Oriented Architecture (SOA), Event-Driven, Multithreading, Asynchronous I/O, IAM, SDLC, Agile, Distributed Systems

Programming Languages, Servers & Frameworks:

Spring Boot, Netty, WebSockets, REST APIs, OAuth, OAuth, OpenID Connect (OIDC), JWT, Spring, Hgins, Tomcat, Maven, Hazelcast

Messaging & Streaming Platforms

Apache Kafka, ActiveMQ, JMS, IBM MQ

Databases

MySQL, PostgreSQL, Oracle, MongoDB, Elasticsearch, Redis, NOSQL, RDBMS

AI Tools/Products

Co-Pilot, Claude, Atlassian, Jira, Confluence

DevOps & CI/CD Tools

Docker, Jenkins, Git, Snyk, SonarSource, Unit Testing

Monitoring & Cloud Framework

Prometheus, AppDynamics, Dynatrace, AWS (EC2, EKS, S3), Azure, GCP, API Gateways, Kubernetes, OpenShift, Linux

Observability & Logging

ELK Stack, Grafana, Custom Dashboards

AFTER

NEERAJ

ENGINEERING LEADERSHIP, PLATFORM TRANSFORMATION & ENTERPRISE SaaS SCALE

~16 yrs building high-scale SaaS platforms across Cybersecurity and Digital Identity & Quantum-Safe Platforms and AI-Led Engineering

65-member org scaled | \$20M ARR enabled | 99.99% uptime | 5,000+ TPS systems

Profile Summary

Engineering leader with 16+ years of experience building and scaling enterprise SaaS platforms across cybersecurity, digital identity, and high-scale distributed systems. Has led platform transformation from monolithic to modular architectures, enabling multi-tenant systems operating at enterprise scale with high availability and security. Operates at the intersection of architecture, product, and revenue, shaping multi-horizon engineering strategy, enabling enterprise adoption, and aligning platform capabilities with customer and business outcomes. Brings hands-on depth in system design and a track record of influencing executive stakeholders, product direction, and large-scale engineering execution.

BUSINESS & ENGINEERING IMPACT

- Deployed AI pair-programming across teams, improving productivity by 18% on greenfield development and 25%+ on boilerplate code
- Enabled multi-million ARR enterprise deal through architecture, solution strategy, delivery leadership
- Partnered with sales to shape solution architecture for large deals, influencing technical win strategy and closure
- Defined multi-horizon engineering strategy guiding platform evolution, R&D innovation, and execution priorities
- Directed evolution of high-scale distributed systems supporting 5,000+ TPS with enterprise-grade reliability
- Scaled engineering organization from 15 to 65 members with clear leadership structure and ownership models
- Established reliability frameworks delivering 99.99% uptime through SLA-driven governance and discipline
- Led platform Engineering from monolithic architecture to modular systems with reusable components
- Reduced infrastructure costs by 35-60% through platform optimization and cloud-native architecture decisions
- Improved engineering productivity by 15-20% through AI-enabled development and workflow transformation
- Influenced CxO stakeholders by translating platform capabilities into measurable business outcomes
- Built second-line leadership across architects and managers enabling scalable and autonomous execution
- Strengthened engineering quality through DevSecOps adoption and controls reducing issue leakage by 20%

Core Expertise

Post-Quantum Cryptography

Engineering Strategy and Multi-Horizon Planning

Distributed Systems and High-Scale Engineering

Organizational Design and Leadership Development

DevSecOps and Engineering Excellence

Platform Modernization and Cloud Transformation

Enterprise SaaS Platform Architecture

Engineering Budget Management

GenAI and AI-Driven Product Integration

Cross-Functional Program Leadership

Customer Solutioning, Pre-Sales, Deal Shaping

Data-Driven Engineering Governance

Technical Skills

- Distributed Systems: Microservices, Event-Driven Architecture, Multithreading, Asynchronous I/O, IAM
- Cloud, Infrastructure & Platforms: AWS (EC2, EKS, S3), Azure, GCP, Kubernetes, OpenShift
- AI & Emerging Technologies: GenAI, Agents, AI, LLM Evaluation
- Programming, Frameworks & APIs: Java, Spring Boot, Netty, REST APIs, OAuth, OIDC, JWT
- Messaging, Streaming & Data Processing: Apache Kafka, ActiveMQ, Apache Spark
- DevOps, CI/CD & Security: Docker, Jenkins, Git, DevSecOps Practices
- Observability & Monitoring: ELK Stack, Prometheus, Grafana, Dynatrace
- Databases & Storage: MySQL, PostgreSQL, MongoDB, Redis, Elasticsearch

Work History

VP Technology, Feb 2023 - Present

Tech Landscape: Microservices Architecture, Kubernetes, AWS, Apache Kafka, GenAI, LLM Strategy, DevSecOps, Cloud-Native Platforms

- Launched new Products on the quantum-safe platform to expand market reach and address post-quantum security demand.
- Set engineering strategy across execution, platform evolution, and AI-led innovation horizons
- Launched R&D initiatives introducing new platform capabilities and MVP features driving product adoption

THE TAKEAWAY

This Is What Happens When Someone Runs Your Search for You

Neeraj G. did not just get a better resume. He got a dedicated partner that ran his entire job search like a campaign. We discovered unadvertised opportunities, executed customized applications, reached out directly to decision-makers, checked global salaries, and built his authority presence. The result? A pipeline of elite leadership roles matching his actual capabilities.

Most senior professionals do not fail because they lack skills. They fail because they do not have the time, structure, or support to run a proper job search at this level. That is exactly what Complete Job Search Management solves.

LEADERSHIPAURA

Want Your Job Search Managed End to End?

Stop searching alone. Let a dedicated team handle your job search while you focus on what you do best.

BOOK YOUR FREE STRATEGY CALL →

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