

MAHAVIR VORA

Engineering Manager · Tech Leader · Full-Stack Developer

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PROFESSIONAL SUMMARY

Results-driven Engineering Manager and Full-Stack Developer with 10+ years of experience building and delivering scalable web applications. Currently managing a team of 7–8 engineers and 1–2 tech leads at Encora Inc., delivering in-store retail solutions deployed on Microsoft Surface devices. Hands-on contributor in Angular, React, Node.js, and .NET 8, maintaining deep technical involvement while leading high-performing teams. Promoted 4 times in under 8 years — from Software Engineer to Engineering Manager. Track record of on-time delivery across 2–3 major releases per year with zero critical production incidents, and measurable improvements in application performance, build times, and test coverage.

CORE COMPETENCIES

Frontend	Angular, React, TypeScript, JavaScript (ES6+), HTML5, CSS3, RxJS, NgRx
Backend	.NET 8, ASP.NET Core, Node.js, Express.js, PHP (CodeIgniter), RESTful APIs, WPF
Databases	MySQL, MongoDB, SQL Optimization, Database Design & Architecture
DevOps & Tools	Git, SVN, CI/CD Pipelines, Azure DevOps, Visual Studio, VS Code
Architecture	Scalable Web Apps, Component-Driven Design, Legacy Modernization, Performance Optimization
Leadership	Team Management (7–10 engineers), Hiring & Onboarding, 1:1s, Career Development, Agile/Scrum, Code Reviews, PR Standards, Engineering Process Design, Risk Management
AI & Emerging	Generative AI Integration, AI-Driven POC Development, LLM Tooling Exploration
Testing	Playwright, E2E Testing, Unit Testing (Karma, Vitest), 100% Coverage Maintenance

PROFESSIONAL EXPERIENCE

Engineering Manager · Jul 2025 – Present

Encora Inc. · Ahmedabad, India

- ▶ Manage a team of 7–8 engineers and 1–2 tech leads delivering Angular and .NET 8 in-store retail applications deployed on Microsoft Surface devices, maintaining a 2–3 major releases per year cadence with zero critical production incidents.
- ▶ Defined and enforced engineering standards across the team — including PR review guidelines, test coverage thresholds, and Definition of Done criteria — measurably reducing review cycle time and defect escape rate.
- ▶ Conduct regular 1:1s, quarterly performance reviews, and structured career growth planning for all direct reports; have successfully managed underperformance situations, maintaining a high-performance team culture.
- ▶ Actively interviewed and hired 7+ engineers across tenure, owning end-to-end candidate evaluation and onboarding process.
- ▶ Collaborate with product and business stakeholders to align engineering roadmap with operational and strategic goals.
- ▶ Maintain hands-on Angular and .NET codebase contributions, ensuring technical credibility and code quality leadership.

Senior Technical Lead · May 2022 – Jun 2025

Encora Inc. · Ahmedabad, India

- ▶ Led Angular modernization program — migrated a large-scale legacy codebase to the latest Angular LTS, achieving ~30–50% improvement in application load performance and a ~50%+ reduction in build times, significantly improving developer experience and security posture.
- ▶ Drove .NET 8 and WPF migration of legacy systems, eliminating technical debt and future-proofing architecture for long-term maintainability.
- ▶ Implemented automated E2E testing strategy using Playwright and Karma, achieving 100% unit test coverage on critical modules (including pinch-zoom and SKU management) — a coverage standard maintained continuously for 4+ years.
- ▶ Oversaw end-to-end product development lifecycle across multiple release cycles, consistently delivering 2–3 major releases per year on schedule with no critical production incidents.
- ▶ Contributed to AI-driven proof-of-concept initiatives, evaluating Generative AI capabilities for integration into existing product workflows.
- ▶ Mentored engineers and junior tech leads through structured code reviews, knowledge-sharing sessions, and individual growth planning.

Technical Lead · May 2020 – Apr 2022

Encora Inc. · Ahmedabad, India

- ▶ Led adoption of component-driven architecture across frontend and backend feature streams, improving reusability and reducing duplication across the codebase.
- ▶ Independently owned and delivered full backend projects: RESTful API design, MySQL database architecture, and PHP CodeIgniter implementation — from technical planning through production deployment.
- ▶ Contributed performance improvements to DotNetNuke and implemented advanced SQL data visualization, improving reporting accuracy and query speed.

Senior Software Engineer · Nov 2019 – Apr 2020

Encora Inc. · Ahmedabad, India

- ▶ Developed and maintained high-quality Angular and .NET components in an agile delivery environment.
- ▶ Introduced reusable UI component libraries that accelerated team development velocity and reduced inconsistency across modules.

Software Engineer · Jun 2018 – Oct 2019

Encora Inc. · Ahmedabad, India

- ▶ Built and shipped production features across full-stack applications using Angular, .NET, and PHP, collaborating with cross-functional teams to consistently meet client delivery commitments.

Software Engineer · Sep 2015 – May 2018

BrillBrains Technolabs · Ahmedabad, India

- ▶ Developed web applications using CodeIgniter, Core PHP, and Angular, building RESTful web services for mobile and web clients across the full development lifecycle.

KEY ACHIEVEMENTS

- ▶ Promoted 4 times in under 8 years at Encora from Software Engineer to Engineering Manager — reflecting sustained technical excellence and leadership growth.
- ▶ Delivered the Sales Application Suite across multiple major releases with zero critical production incidents, earning strong client satisfaction and multiple internal performance awards.
- ▶ Spearheaded Angular LTS modernization and .NET 8 migration programs, achieving ~30–50% performance gains and ~50%+ build time reduction, directly reducing technical debt and improving system reliability.
- ▶ Established and maintained 100% unit test coverage on critical modules using Playwright and Karma for 4+ consecutive years, significantly improving release stability and regression detection.
- ▶ Built and scaled a high-performing team of 7–10 engineers and tech leads through structured hiring, onboarding, 1:1s, career growth planning, and performance management.
- ▶ Recipient of multiple internal recognition awards: Shine Award (×2), Team Excellence Award, and 5 Years of Achievement Award.
- ▶ Published technical thought leadership on npm package.json best practices on Encora Insights Blog.

NOTABLE PROJECTS

In-Store Sales Application Suite

End-to-end technical leadership for Angular + .NET 8 WPF applications deployed on Microsoft Surface devices for retail teams. Delivered 2–3 major releases per year across a multi-year engagement with zero critical production incidents and consistent client satisfaction.

Angular Modernization Program

Planned and executed full migration of a large-scale Angular codebase to the latest LTS version, delivering ~30–50% improvement in application load performance, ~50%+ reduction in build times, and a significantly improved security posture and developer experience.

AI-Powered POC Exploration

Led proof-of-concept initiatives integrating Generative AI capabilities into existing product workflows, evaluating LLM tooling feasibility and presenting findings to stakeholders for production adoption decision-making.

Test Coverage Initiative

Designed and implemented a full automated testing strategy (unit + E2E) using Playwright and Karma across Angular and React applications. Achieved 100% unit test coverage on critical modules, a standard maintained continuously for 4+ years.

EDUCATION

Bachelor of Engineering — Computer Science & Engineering

Sanjaybhai Rajguru College of Engineering, Gujarat, India · 2011 – 2015

CERTIFICATIONS

- ▶ Exam 480: Programming in HTML5 with JavaScript and CSS3 — Microsoft
- ▶ Generative AI for Everyone — DeepLearning.AI / Coursera
- ▶ MongoDB SI Associate Certification — MongoDB University

TECHNICAL WRITING

"A Developer's Guide to package.json: Best Practices from Basics to Mastery"

Encora Insights Blog — covers npm configuration, workspaces, semantic versioning, and production-ready dependency management.