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Over 20 years of software engineering experience, with 10+ years as engineering lead / manager. I'm looking for a challenging senior engineering lead position to apply my extensive expertise to contribute substantially to the success and growth of your esteemed company.

## SKILLS

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- Deep software engineering background with experience in development, automation, and escalation handling
- Proven ability to navigate complex challenges and develop collaborative, cross-functional solutions
- Strong leadership skills with experience in change management, fostering team collaboration, and influencing across departments
- Expertise in cultivating high-performing teams through shared goals, clear expectations, strong accountability, and building trust
- Excellent verbal and written communication skills in English and Mandarin

## PROFESSIONAL EXPERIENCE

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**10/2015 – present**      Senior Development Manager      **Veritas Technologies (Beijing) Co., Ltd.**

- Lead multiple scrum teams to deliver end-to-end solution and manage customer escalations in NetBackup and MSDP/Deduplication areas
- Supervise/motivate high performance team to deliver high quality products within the planned schedule

**01/2008 – 09/2015**      **Symantec Software (Beijing) Co., Ltd.**

04/2012 – 09/2015      Senior Development Manager

- Lead pioneer scrum teams during Agile development transformation
- Hire, retain and motivate top talents during turbulence period

07/2009 – 03/2012      Development Supervisor & Manager

- Build up multi-functional teams (development and customer focus) quickly from scratch
- Mentor and cultivate high performance team from very beginning

01/2008 – 06/2009      Senior Software Engineer

- Implement Java version of Management and Reporting portal for PureDisk
- Design and implement v1.0 of MSDP for NetBackup based on PureDisk deduplication engine

**07/2002 – 12/2007**      Software Engineer      **Sun Microsystems (China) Co., Ltd.**

- Design and implement the Accessibility module for Mozilla web browser
- Design and implement a Testing Automation Framework for Solaris Desktop
- Lead a team to consolidate and open source all Solaris Localization workspaces onto OpenSolaris.org community

## EDUCATION

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**M. S.**      Pattern Recognition and Intelligent Systems

**Tsinghua University, 2002**

**B. E.**      Automation

**Tsinghua University, 1999**

## CERTIFICATIONS / PUBLICATIONS

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- Co-author of **US Patent (PN/10,915,260)**: *Dual-Mode Deduplication Based on Backup History*, Feb 2021
- Architecting on AWS, by AWS Training, Feb 2018
- Certified Scrum Master (CSM), by Scrum Alliance, Jan 2014

## HONORS

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- **Symantec Top Talent**, Apr 2010  
Award to top 10% employees globally each year
- **Sun China ERI Star**, Jun 2007  
Award to 10 employees out of 400 in local branch each year