Sam Solomon

Frisco, TX | +1 945-241-5781 | sampaulnaik@gmail.com | LinkedIn: https://www.linkedin.com/in/sam-solomon-71316880/

DIRECTOR OF ENGINEERING

Engineering leader with 12+ years of experience across product, platform, and mobile engineering in enterprise and consumer software. Proven record of scaling teams, improving delivery performance, shaping architecture and release practices, and partnering with product and business stakeholders to deliver measurable results. Combines technical depth with cross-functional execution, KPI management, and operational excellence.

SKILLS

Engineering Leadership | Technical Strategy | Product Delivery | Software Architecture | Engineering Operations | Cross-Functional Leadership | Roadmap Execution | Release Management | Quality Engineering | KPI Reporting | Team Scaling | Mentorship | Agile Delivery | Sprint Planning | Stakeholder Management | Customer Collaboration | Mobile Engineering | Platform Development | API Integrations | CI/CD

Technologies: Swift, Objective-C, Kotlin, Java, Enterprise Java, JavaScript, Python, Ruby, SQL, NoSQL, AWS, Jenkins, GitHub, GitLab, Bitbucket, Jira, Confluence, Google Workspace, Smartsheet
Domains: iOS Development, Android Development, Platform Development, Public APIs, Webhooks, Enterprise TMS/WMS

PROFESSIONAL EXPERIENCE

Director of Engineering | Turvo Inc. | Jun 2022 – Present | Texas, United States

- Lead engineering operations across product, platform, and internal initiatives to align leadership priorities with execution.
- Own engineering delivery, program and release management, quality engineering, and automation programs across 5 initiatives.
- Define engineering KPIs, implement tracking and reporting processes, and provide visibility to engineering and executive leadership.
- Partner with product managers and business stakeholders on priorities, scope, roadmap trade-offs, and execution plans.
- Guide architecture reviews and technical decision-making to improve scalability, maintainability, and delivery quality.

- Drive sprint planning, cross-team coordination, and execution management to improve delivery predictability.
- Mentor engineers and managers to strengthen accountability, team growth, and execution consistency.
- Lead a team of 9 engineers and managers, including 2 direct reports, across 5 programs.
- Improved delivery cycle time by 41% with 48% fewer engineers, reduced engineering support backlog by 85%, and increased feature delivery throughput by 88% in 2025.
- Shipped 3 major releases per quarter, then redesigned release cadence and workflows to better support business needs.
- Implemented 12 minor/maintenance releases per quarter, releasing fixes, minor enhancements, and addressing critical customer needs.
- Led development, feature delivery, and maintenance of 4 iOS and Android applications with a team of 6 engineers.

Senior Engineering Manager | Turvo India | Apr 2017 – Jun 2022 | Hyderabad, India

- Led engineering teams across product and platform initiatives, balancing delivery execution, technical leadership, and people management.
- Partnered with product and engineering leaders to execute annual and quarterly roadmaps for enterprise logistics software.
- Coordinated delivery across engineering, customer onboarding, and training teams to support successful product adoption.
- Provided hands-on leadership in system design, architecture reviews, and code reviews while developing engineering talent.
- Drove alignment across product, engineering, and business teams to improve execution predictability and roadmap delivery.
- Built and scaled 7 teams of full-time employees and contractors to deliver the Enterprise TMS/WMS roadmap.
- Led development of enterprise-grade features for TMS/WMS customers.
- Owned public APIs, webhooks, and third-party integration infrastructure, delivering 30+ integrations.
- Led feature development, maintenance, and release management for 4 iOS and Android applications supporting 35K+ monthly active users.
- Managed 34 engineers, including 6 direct reports, across 4 major initiatives: Enterprise WMS, TMS, Integrations, and Mobile.
- Delivered planned roadmaps, improved developer throughput, and shipped 6 releases per quarter.

Engineering Manager / iOS Engineer | Mutual Mobile | May 2015 – Mar 2017 | Hyderabad, India

- Led mobile engineering delivery across iOS and Android applications for 4 clients, delivering 6 products and projects.
- Ran client discovery, requirements gathering, estimation, and development planning.

- Directed sprint planning, delivery lifecycle management, and architecture decisions.
- Provided technical guidance and mentorship to engineers and peers.
- Supported internal initiatives including internship programs and culture-building efforts.

Senior Developer | Paperclip Innovations | Jun 2014 – Apr 2015 | Bangalore, India

- Owned iOS development and contributed to broader product delivery in a fast-paced startup environment.
- Led the iOS development team while remaining hands-on in implementation.
- Managed timelines, team execution, and delivery coordination for the India operation.
- Delivered mobile, web, and application solutions across multiple product needs.
- Resolved incomplete requirements and operational issues through direct ownership and execution.

Software Developer / Workflow Automation Engineer | Wordplay Content | Mar 2014 – May 2014 | Bangalore, India

- Built workflow automation solutions that reduced manual work across accounting and community management operations.
- Designed scalable operational processes for content operations and freelancer management.
- Managed freelancers, schedules, and community operations.
- Automated work product review across 5 community managers and hundreds of freelancers.
- Automated payroll reporting and reduced accounting turnaround time from 3 weeks to 4 minutes.

EDUCATION

Bachelor of Technology in Computer Science Engineering (VTU, 2012), Bangalore, India

CERTIFICATION

Certified ScrumMaster (CSM) | Scrum Alliance