

Sudhamsh Goutham Teegala

San Francisco Bay Area | sudhamsh.goutham@gmail.com | [linkedin.com/in/sudhamshgoutham](https://www.linkedin.com/in/sudhamshgoutham) | github.com/tsgoutham

Summary

Engineering leader with 14+ years building products, platforms, and teams from zero to scale. Founding Team at Kahuna Labs. At Indeed, led managers and senior engineers across Jobseeker products, bootstrapped new products, and improved reliability and delivery for systems serving hundreds of millions of jobs. Earlier co-founded MoBolt (acquired by Indeed).

Leadership and Technical Scope

Engineering leadership: Manager of managers, organization and team building, technical strategy, roadmap and OKR execution, performance and career development, hiring, onboarding, intern programs, cross-functional leadership

Product and technology: Reliability and operational health, API and frontend modernization, experimentation, enterprise AI and LLM applications, retrieval systems, distributed systems, Java, Python, React/Node.js, Cloud Platforms

Experience

Independent Startup and Product Exploration

Product and Venture Exploration

Mar 2026 – Present

San Francisco Bay Area

- Exploring and validating zero-to-one AI opportunities across HCM, reliability, and home management through customer discovery, prototyping and market validation; partnering with potential co-founders to assess founder and product fit.

Kahuna Labs

Founding Team / Principal Engineer and Technical Lead

Dec 2024 – Feb 2026

San Francisco Bay Area

- Built an enterprise Technical Support Intelligence platform and AI assistant that retrieved relevant prior tickets, documentation, and conversations to recommend resolutions to SRE and support engineers.
- Evolved a single-customer PoV into a multi-customer architecture deployable in customer cloud environments; drove model, retrieval, UX, data-pipeline, configuration, and evaluation architecture.
- Partnered with executive and frontline support leaders to improve workflows and recommendation precision / recall; established engineering, release, deployment, hiring, and onboarding standards and mentored new engineers.

Indeed

Engineering Leadership and Software Engineering

Oct 2014 – Dec 2024

San Francisco, CA / Hyderabad, India

Senior Engineering Manager

Jul 2023 – Dec 2024

- Led SEO Growth and Onboarding engineering teams. SEO Growth owned a repository platform for millions of jobs with real-time updates, supporting organic indexing, traffic growth, and job discovery.
- Led Discovery Experience across Indeed's Homepage and Search Results; drove the transition to feed-based job discovery, helped launch LLM-powered features, and incubated the Pathfinder career-pathing product.
- Improved Discovery Experience reliability by establishing product health metrics and recurring alert-quality reviews, reducing noisy alerts and improving operational signal.
- Managed managers and principal / staff engineers, setting organizational and technical direction and coaching leaders on execution and people development.

Engineering Manager

Apr 2019 – Jun 2023

- Led Alerts Acquisition at 100s of Millions scale; ran experiments generating 10s of Millions of new job alerts per quarter, drove migration to a new alerts-management system, launched an API for cross-product subscriptions, and influenced microfrontend adoption.
- Formed the Jobseeker Notifications team and set its vision and roadmap with product leadership; integrated Notification Center with mobile-app notifications, led browser-notification research and delivery, and coordinated cross-team CCPA compliance.
- Led the Indeed Homepage rearchitecture to decouple frontend and backend, adopt modern frontend patterns, and increase experimentation velocity.
- Grew engineers through goal setting aligned with product OKRs, regular 1:1s and retrospectives, quarterly evaluations, hiring, and onboarding; trained 40+ engineers on Indeed's technologies; Co-Lead for Indeed's 2022 U.S. summer internship program.

Software Engineering Lead / Engineering Manager, HR Tools

Oct 2016 – Apr 2019

- Launched Indeed Feedback, Roster, Palpatine, and Indeed Onboard: internal systems for performance management, employee records, interviewing, and onboarding that became canonical products across Indeed.
- Defined requirements, designed features and system architecture, coached engineers on the Django stack, reviewed code, and established deployment procedures; developed the first Palpatine implementation and its long-term product roadmap.
- Grew the product area from four engineers and experimental tools into a multi-team organization of 16+ engineers; managed teams, set quarterly goals, coached performance, hired across disciplines, and mentored interns building interview scheduling and HackerRank integrations.

Senior Software Engineer, MoBolt Apply

Oct 2014 – Sep 2016

- Designed Juno, a Java and JSON-based code-less configuration framework for mobile job applications; trained engineers and led tooling development that scaled MoBolt Apply to more than 300 employer clients.
- Improved Ruby on Rails database sharding for hundreds of clients and helped design a Selenium Grid that parallelized thousands of application submissions per day.
- Selected as engineering lead for Indeed's new-hire incubator; advised three teams through idea exploration, pitching, prototyping, and validation, coached four direct reports, and helped establish a working-group model reused by later cohorts.

MoBolt*Co-Founder and Technical Architect***Jan 2013 – Oct 2014***Hyderabad, India*

- Co-founded a mobile recruiting startup acquired by Indeed; shaped technical strategy, built core systems, and hired early engineers and support staff.
- Architected the backend engine that extracted questions from employer career sites and submitted candidate responses to applicant tracking systems; evolved client-specific JavaScript into reusable Java/Selenium frameworks using Spring, configurable rules, and asynchronous processing.

Oracle India*Member Technical Staff, Oracle Fusion Middleware***Jun 2010 – Jul 2011***Bengaluru, India*

- Designed and implemented lifecycle management for hot-pluggable Oracle Access Manager extensions distributed across server grids without downtime; work resulted in two U.S. patents.
- Built components for an OpenSSO compatibility proxy and contributed to Oracle Adaptive Access Manager frameworks for rule and configuration consistency.

Selected Advisory and Venture Activities

- Advising recruiting tech startups on backend architecture; separately coached a support leader on scaling team structure and operating processes.
- Early angel investor in a multi-sensor annotation and calibration platform for autonomous vehicles and robotics.

Education**Indian Institute of Technology Kanpur***Bachelor of Technology, Computer Science and Engineering***2006 – 2010***Kanpur, India***Patents**Co-inventor, *Hot Pluggable Extensions for Access Management System*, U.S. Patents 8,910,138 and 9,253,265.