

AFSAL C MAJEED

[linkedin.com/in/afsal](https://www.linkedin.com/in/afsal)

R&D & ENGINEERING LEADER | AI & TECHNOLOGY TRANSFORMATION

PROFILE SUMMARY

R&D and Engineering leader with over two and a half decades of relevant experience in building and scaling high-performing engineering organizations, developer productivity platforms and complex software products across AI, developer tools, distributed systems, systems software and EDA. Currently lead 27+ employees and consultants across Bangalore and Hyderabad, with end-to-end ownership of Synopsys developer tools in India and a track record of scaling platforms to 5x larger user bases without increasing developer headcount. Hands-on technology leader who combines architecture expertise with organizational leadership, productizing research, driving cross-site delivery, modernizing engineering ecosystems and enabling AI-assisted developer productivity. Proven across organization building, technical strategy, product ownership, engineering transformation and talent leadership, from establishing new engineering functions to scaling enterprise-wide platforms.

CORE LEADERSHIP SKILLS

R&D & Engineering Leadership: R&D Leadership | Engineering Leadership | Engineering Organization Building | Global Team Leadership | Technical Strategy | Architecture Leadership | AI-Native Engineering

Product & Platform Strategy: Product Strategy & Ownership | Platform Strategy | Developer Productivity | Productization of Research | Portfolio Management | Product Lifecycle Management

Engineering Transformation & Innovation: Engineering Transformation | AI Strategy & Enablement | Innovation Management | Technology Modernization | Process Optimization | Scalable Engineering

Execution & Delivery Leadership: Technical Program Management | Cross-Site Delivery | Strategic Planning | Agile Development | Change Management | Stakeholder Management

People & Business Leadership: Talent Strategy & Development | Performance & Career Management | Resource & Cost Management | Organizational Development | Workforce Planning | Executive Stakeholder Management

TECHNICAL EXPERTISE

Programming Languages: Python | C | C++ | Java | Elixir | Rust | Lisp | JavaScript | TypeScript | Perl | C# | Kotlin | Scala | SQL

IDEs & Development Environments: Visual Studio | VS Code | Theia | Eclipse

Databases & Data Platforms: PostgreSQL | MySQL | SQLite | DuckDB | Teradata | Netezza | Cassandra | Elasticsearch | NoSQL

DevOps & Engineering Tools: Docker | Podman | Kubernetes | Jira | CMake | Conan

Frameworks, Architecture & Modeling: Django | Phoenix | TurboGears | Svelte | Astro | Next.js | Structurizr | PlantUML | Mermaid | Full Stack

Learning & Emerging Technologies: Go | Mojo | Quantum Computing

PROFESSIONAL EXPERIENCE

Synopsys, Inc., Bengaluru | Sr. Director R&D, AI Excellence Group

Aug 2011-Present

Lead **27+ employees** and consultants across Bangalore and Hyderabad, with end-to-end ownership of Synopsys developer tools in India; partner with global engineering leaders to define priorities, plan and execute strategic R&D initiatives.

- **Repatriated 100% of HQ-diverted operations** to India within 8 months with zero business disruption, overcoming critical attrition through rapid team restructuring and strengthened recruitment standards.
- Scaled developer tools from a single-product footprint to all anchor products and ultimately across Synopsys, supporting a **5x larger user base** with the same number of developers through refactoring, standardization and platform generalization.
- Accelerated enterprise **AI-copilot adoption across 5,000+ engineers** by building and deploying a custom VSCode-based platform with coding-agent integration, standardizing development environments and streamlining internal software delivery.
- Increased Chime adoption by **600% to 7,000+** users by standardizing check-in management across Synopsys, retiring legacy tools, migrating to Git and deploying containerized infrastructure.
- Owned the **full software development lifecycle** for the developer-tools portfolio, spanning requirements, feature definition, development, testing, analysis, tracking, release and support; leveraged development-process data to identify bottlenecks and root causes of nightly failures, strengthening engineering quality.

Kalido International LLC, Bengaluru | Engineering Manager

Mar 2008-Aug 2011

Led Kalido's India Engineering operations, overseeing team building, product-development transition from the UK, engineering delivery, build/release activities and key Information Engine initiatives across DIW, MDM, BIM and UID.

- Spearheaded the **100% transition of active Kalido product development** to India, rapidly building a high-caliber 11-member engineering team following technical immersion with the UK R&D team.
- Accelerated technology, product and domain knowledge transfer from the UK R&D organization, enabling the India team to support multiple product releases across DIW, MDM, BIM and UID.
- Expanded Information Engine compatibility to Teradata and Netezza, leading and contributing to three critical initiatives spanning database ports and Netezza query-performance architecture improvements across geographically distributed teams.
- Managed **11 engineers** across line management, build and release activities while continuing as an individual contributor on key engineering initiatives and feature enhancements.

Synopsys, Inc., Bengaluru | R&D Manager

Dec 2004-Mar 2008

Built and led a **9-member Bangalore R&D team** for Formality, Synopsys's formal verification and equivalence-checking platform, owning team building, retention, technical delivery, quality and coordination with global teams.

- Led development, troubleshooting and debugging of HDL analysis and compilation across VHDL, Verilog and SystemVerilog for formal verification of digital circuits; rapidly developed EDA expertise to provide hands-on technical guidance and resolve complex engineering issues.
- Delivered all first-year goals, **earning a team award**, and transitioned the India team to complete ownership of Formality's VHDL reader within the first year.
- **Expanded India ownership** across multiple critical Formality components, including DB, Milky Way and DDC readers, Activation Conditions, Function Inferred DesignWare and Library Verification; also successfully integrated 3 engineers relocated from another group.

EARLY CAREER HIGHLIGHTS

IBM Rational, Bengaluru | Principal Software Engineer / Technical Manager

May 1998-Dec 2004

- Progressed from Individual Contributor to Technical Manager, ultimately owning the Windows Apex Ada/C/C++ development environment from the India Development Center.
- Led development of optimizer, code generators and debugger components; designed the Remote Compiler Integrator (RCI) and build process, supporting 4 major product releases plus maintenance patches.
- Contributed to Apex Linux migration to Eclipse, Testmate quality initiatives, technical recruitment and IBM technical forums, including co-leading a conference on Static Analysis in Software Engineering.

IBM Global Services, Bengaluru | Software Analyst

Mar 1993-Apr 1998

- Developed systems software and high-performance graphics using C/C++, including a 3D graphics adapter simulator and OpenGL geometry microcode performance optimization.
- Led development of JPEG/MPEG browser components and JPEG export functionality for a VRML authoring environment across AIX and Windows 95.
- Contributed to CORBA/Java client-server architecture, graphics test automation and API test-suite development across IBM engineering engagements.

COMMUNITY & SUSTAINABILITY LEADERSHIP

- **Founder, Bangalore Freecycle Group:** Founded the local chapter of the global gifting movement promoting reuse, waste reduction and community sharing.
- **Synopsys Community Relations:** Initiated and supported Reduce, Reuse & Recycle drives across the organization.
- **Sustainable Mobility:** Active QuickRide ride giver and occasional rider, supporting shared and sustainable commuting.

EDUCATION

- M.S., Computer Science & Engineering | Indian Institute of Technology (IIT) Madras | CGPA: 9.2 | 1993
 - Publication: Usage Analysis: A Compile-Time Analysis to Improve Reference Counting, Journal of Programming Languages, Chapman & Hall International, 1993.
- B.Tech., Computer Science | Trichur Engineering College, Calicut University | 83.52% (Second Rank) | 1990

CERTIFICATIONS & TRAINING

- Machine Learning | Stanford University | 2020
- Kotlin for Java Developers | JetBrains | 2020
- Credly Badges