

AMJAD KHADER

Engineering Manager

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PROFESSIONAL SUMMARY

Engineering leader with senior-level technical depth, currently a Senior Software Engineer at SAP LeanIX with domain ownership of the Survey product. Served as Acting Engineering Manager for a transition period. Managed delivery, ran 1:1s, coached engineers, coordinated cross-team dependencies, and participated in hiring. Led design, delivery, and ongoing technical excellence for features. Track record of building systems that enable team autonomy and shield engineering focus: the EPIC Lead role, Team Guard program, and documentation-first initiative delivered measurable impact. Experienced across the hiring pipeline, from shadowing EM-led interviews to leading live-coding assessments. Currently delivering AI-powered features, AI-Assisted Automations, Automations Audit Log, and driving an AI-powered PDLC for the Feature Flag service. Built NLU and AI decision-making engines in a previous role. The servant leadership mindset focused on creating the conditions for a multicultural engineering team to do their best work while maintaining accountability and delivery clarity.

CORE COMPETENCIES

Engineering Management: Team Leadership | People Development | 1:1s & Career Coaching | Hiring & Interviewing | Cross-team Alignment | Stakeholder Collaboration | Product & UX Partnership | Process Design

Technical: Kotlin | Spring Boot | Java | PostgreSQL | Microservices | REST APIs | Event-Driven Architecture | Docker | Kubernetes | CI/CD | AI/LLM-powered Product Development

Practices: Agile | TDD | BDD | DDD | Incident Management | Code Reviews | AI-native Product Development

PROFESSIONAL EXPERIENCE

Senior Software Engineer

SAP LeanIX — Berlin, Germany | September 2024 – Present

Delivery Leadership & Survey Product Ownership

- **Served as Engineering Manager for the transition period, Team Pegasus:** Assumed delivery management, cross-team dependency coordination, and team leadership responsibilities, ensuring zero service disruptions.
- Led the design phase (UI/UX and system design) for Voting Survey in partnership with UX and product, and delivered it end-to-end. Resolved critical Survey defects for enterprise customers, including a data processing bottleneck causing HTTP 5XX errors that blocked LeanIX's most significant customer from creating new Surveys.
- Designed a safe release mechanism for Survey features, **decreased revert PRs by 70%, bugs by 50%, sped up migration by 2x, and increased engineer productivity by 80%**.
- Driving the Feature Flag service via RFC discussions across teams to enable gradual rollouts for all LeanIX teams, built end-to-end using an AI-powered PDLC.

Product Partnership & AI-native Development

- Attending customer interviews to understand pain points firsthand; proposed a 2-step audit log and history for Automations to improve transparency. Automations Audit Log is the first phase of this product vision.
- Shaping the scope and direction of AI-Assisted Automations and the Automations Audit Log, defining next steps based on customer needs and technical feasibility.
- Mentored engineers and guided the scope and feature shape for AI-Assisted Automations and Automations Audit Log, delivering AI-powered features as part of LeanIX's AI-native product development approach

People Development & Team Enablement

- **Provided career growth conversations, mentoring,** and timely feedback to engineers on the team, including running **regular 1:1s**.
- Launched the Tech Talk & Coffee series to share knowledge and **create space for engineers to present ideas and grow as contributors**.
- Defined and operationalized the EPIC Lead role, established clear responsibilities, standards, and expectations that empowered engineers to lead initiatives autonomously, **increasing team productivity by 90%**.
- Defined the Team Guard program, **reducing ad-hoc distractions by 80%** and shielding team focus during sprints.
- Led a documentation-first initiative that **reduced duplicate discussions and unnecessary meetings by 90%**, making Confluence documentation paired with Jira EPICs the standard way of working within the team.

Hiring & Talent Acquisition

- Shadowed the Engineering Manager, conducting interviews for the Backend Engineer role, gaining exposure to the full hiring evaluation process.
- Led live-coding interview sessions alongside Engineering Managers for Backend Engineer candidates, assessing technical ability and team fit.

Cross-team Alignment & Organizational Impact

- Served as the go-to person for On-Call Duty topics across the A&C tribe, coordinating incident response across teams.
- Running Incident Fire Drill processes for proactive incident preparedness across LeanIX.
- Appointed Security Champion 2026, ensuring A&C tribe teams maintain security compliance.

Software Engineer

Personio — Germany | May 2023 – April 2024

- Built a Microservices Architecture SaaS solution, with **+1 Million unique visits/month**: improved processing speed by 50%.
- Led the delivery of Open-ended absences, managing **+35k requests/day**.
- Delivered Monitors and Alerts that **decreased bug open time by 50%** and helped **decrease error rate to 3%**.
- Delivered Unpaid leave requests that **increased the accuracy of Personio Payrolls from 90% to 93%**.
- Fostered a collaborative environment through code reviews and constructive feedback to elevate overall team performance.

Senior Software Engineer

Mawdoo3.com — December 2021 – April 2023

- Built Microservices Architecture Solution, with **100k requests/day**; improved response time by **6x** and accuracy by **16%**.
- Led the delivery of a Search Engine that **increased response time from 5s to 0.5s**.
- Delivered NLU and decision-making modules that **impacted response accuracy from 79% to 95%**.
- Collaborated with cross-functional stakeholders using Agile methodologies. Conducted 10+ technical interviews.
- Fostered a collaborative environment through code reviews and constructive feedback, and mentored teammates to elevate overall team performance.

Senior Software Engineer

Aspire IT Services Partner

- Built a Microservices Architecture Solution for **+10 Million users** globally.
- Delivered KYC Banking that **reduced response time by 60%**.
- **Led a team of 4 engineers**, providing mentorship and guiding the team to success through 1:1s and growth plans.

Senior Software Engineer

SimLab Soft

Software Developer Intern

Microsoft

MOST PROUD OF — HIGHSIGN

An application assisting people with hearing or speech disorders. Converts Speech-To-Text and Text-To-Speech, facilitating communication. HighSign helped 50+ active users/month and was selected as one of the top 5 projects in the Microsoft Innovation Center in 2016.

EDUCATION

B.Sc. in Computer Science — Princess Sumaya University for Technology (PSUT)

LANGUAGES

Arabic: Native speaker | English: Highly proficient