

Rajnikant Raman

Engineering Manager | FinTech & Payments | Amsterdam

rajnikant7008.github.io | rajnikant7008@gmail.com | +31 627273340 | LinkedIn | GitHub

Engineering leader with 11+ years building mission-critical payment systems at global scale. Track record of scaling platforms 50x, hiring and growing high-performing teams, and establishing org-wide engineering culture and standards. Focused on aligning technical strategy with business outcomes and scaling engineering organizations across FinTech & Payments.

SKILLS

Leadership

Engineering Management
Technology Roadmapping
Organizational Scaling
Talent Development
Stakeholder Management
Operational Excellence

Programming

Java · Python · Kotlin · Go

Technical

Distributed Systems · Real-time Streaming
Kafka · RabbitMQ · WebSocket
Cassandra · Redis
PostgreSQL · MongoDB
Terraform · Docker
Kubernetes · Nomad
AWS · GCP
Grafana · Splunk

EDUCATION

NIT Patna

B.Tech — Information Technology
GPA: **9.12** | Rank **1** | *Gold Medalist*
Jul 2011 – May 2015

PHILOSOPHY

Invest in people first —
great products follow.
Build trust before you need it.
Engineering excellence is a
culture, not a checklist.
Lead with clarity,
especially in ambiguity.

EXPERIENCE

Adyen | ENGINEERING MANAGER

Jul 2022 – **Present**

Amsterdam, Netherlands | *Senior Engineer → EM, promoted within 8 months*

- Lead IPP Scalability team of **6 engineers**, owning platform strategy that scaled **50x** – enabling 1M+ concurrent connections with sub-100ms latency across millions of devices globally.
- Hire, develop and retain talent – structured mentorship, clear career frameworks, and performance management that grew engineers into senior technical contributors.
- Drive **cross-functional strategy** across product, commercial and partner stakeholders – aligning engineering roadmaps with business outcomes and quarterly OKRs.
- Define **org-wide engineering standards** – ways of working and quality benchmarks adopted across multiple teams.

Zettle by PayPal | SENIOR BACKEND DEVELOPER

May 2019 – Jun 2022

Stockholm, Sweden

- Led **cross-org compliance migration** – coordinating legal, product and engineering to move millions of merchants under European regulatory changes.
- Owned KYC/KYB risk platform end-to-end – scoping requirements with stakeholders, designing systems, and driving execution across **multiple team boundaries**.
- Mentored junior engineers and drove **architectural decision-making** for the compliance domain, establishing patterns adopted by adjacent teams.

BankBazaar | SENIOR SOFTWARE ENGINEER

Dec 2016 – May 2019

Bangalore, India

- Led design and delivery of a customer data platform processing millions of real-time events – driving **cross-team alignment** on a unified architecture that powered personalization across the product.
- Drove **org-wide data strategy** – built ETL pipelines processing tens of millions of events, enabling executive reporting and data-driven prioritization.
- Mentored engineers across teams, led architecture reviews, and established **technical decision-making practices** that improved delivery predictability.

Snapdeal | SOFTWARE ENGINEER

Jul 2015 – Nov 2016

Bangalore, India

- Owned end-to-end ML pipeline for product ranking – from problem framing through production deployment – improving discovery metrics across high-traffic e-commerce.
- Built scalable UGC platforms and APIs serving 5K+ TPS with p99 latency under 10ms.

PUBLICATIONS

- **Privacy Enhancement in E-Mail Clients** 2016
Springer International Publishing Switzerland
- **Product Quality Prediction in E-commerce** 2016
Internal Research, Snapdeal

ACHIEVEMENTS

- **Speaker**, Adyen Annual Conference 2025 – Presented Public Cloud vision to 1,500+ attendees.
- **PayPal Spot Award**, 2021 – Led European compliance migration across multiple stakeholder teams.
- **Snapdeal Gold Award**, 2016 – Built end-to-end ML product ranking pipeline.
- **Director's Gold Medal**, 2015 – Ranked 1st in B.Tech, NIT Patna, GPA 9.12.