

HISHAM ALKASSAR

Engineering Manager • Multi-Team Leadership • Scaling Teams & Digital Platforms

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EXECUTIVE SUMMARY

Engineering and architecture leader with 12+ years across backend, cloud, and mobile — including 6+ years leading distributed engineering teams across MENA and Europe, and 7+ years of hands-on .NET / .NET Core architecture. Currently leading a multi-team engineering organization at AW Rostamani Group, one of the UAE's largest privately-held conglomerates — overseeing five functional squads (backend, mobile, web, enterprise integrations, and shared platform services) through their team leads, serving the After Sales, Sales, and CPO business units. Track record of leading team leads, owning platform and software architecture, defining engineering standards and governance, and designing scalable RESTful APIs and microservices — cutting infrastructure costs 20% and accelerating delivery 30–50% through Agile governance and engineering KPIs. Cloud-native experience across Azure and GCP, with hands-on exposure to event-driven messaging (RabbitMQ), containerization, and CI/CD. Healthcare and regulated-domain background from Medicus AI, including HL7/FHIR interoperability. Comfortable owning the full engineering function — strategy, hiring, architecture, budget, and stakeholder management. Bilingual Arabic/English.

CORE COMPETENCIES

Architecture & Strategy Platform & software architecture • Architecture governance & engineering standards • Microservices & API-first / RESTful design • Event-driven messaging (RabbitMQ) • Distributed systems • Platform modernization • AI & IoT platforms • Technical due diligence

Engineering Leadership Leading multi-team organizations & managing team leads • Building & scaling distributed teams (onshore + offshore) • Hiring, performance management & career frameworks • Mentoring senior engineers, tech leads & architects

Strategic Delivery Roadmap & budget alignment with C-suite and BU heads • OKR / Agile execution • SDLC & release governance • Stakeholder & vendor management • Cost optimization

Platforms & Infrastructure Cloud-native (Azure, GCP) • Containers (Docker, Kubernetes) • Infrastructure as Code (Terraform) • CI/CD & release engineering • Observability (Sentry) • Databases (SQL & NoSQL)

Hands-on Depth Backend (.NET Core, Node.js) • Web (React, Next.js, Angular) • Mobile (iOS, Android, React Native, Flutter) • Git

PROFESSIONAL EXPERIENCE

AW Rostamani Group Dubai, UAE

Software Development Manager (Engineering Manager) August 2024 – Present

- Lead a 15+ engineer organization across Dubai HQ and offshore delivery centers, structured into five squads — backend, mobile, web, enterprise integrations, and shared platform services — each led by a dedicated team lead, serving the After Sales, Sales, and CPO business units.
- Mentor and develop the five team leads on delivery ownership, architecture, and career growth; partner with Product and Operations to translate business priorities into a unified engineering roadmap aligned on scope, cost, and timelines.
- Own platform architecture decisions across mobile apps, web/admin portals, backend APIs, cloud services, Oracle ERP/Fusion integrations, and third-party systems, ensuring scalability, security, maintainability, and release readiness.
- Lifted engineering delivery performance through CI/CD and release-engineering practices, sprint governance, code-quality gates, and observability (Sentry) — achieving a 95% on-time release rate and a 30% increase in team velocity within two quarters.
- Cut infrastructure and implementation costs by 20% by re-architecting onto a cloud-native, microservices foundation — provisioned through Infrastructure as Code (Terraform) — with reusable, multi-tenant services shared across business units.
- Led full migration of two legacy platforms to a modern stack (Node.js, React, Next.js), eliminating ~70% of legacy technical debt and unblocking the new product roadmap.

- Built the team's performance and growth framework — KPIs, career ladders, individual growth plans — driving a 15% productivity uplift and improving retention.

Kuality AI Dubai, UAE

Technical Lead November 2022 – August 2024

- Managed and mentored an 8-engineer team building AI-driven IoT solutions on Microsoft Azure; owned the full SDLC from architecture through release.
- Cut development cycle time 40% by streamlining AI development workflows and automated training pipelines (Google Colab), with .NET Core / Angular and containerized deployments (Docker).
- Acted as technical counterpart to the CEO, translating business vision into scalable technical solutions and shaping product direction.
- Drove a 20% conversion-rate uplift through close engineering–product partnership on user activation flows.
- Embedded code-review and pair-programming culture, raising code quality and accelerating cross-team knowledge transfer.

Medicus AI Vienna, Austria

Team Lead November 2019 – November 2022

- Coached and led a 15-engineer team building Medicus AI's flagship health-intelligence platform serving European markets; ran 1:1s, performance reviews, and career planning across a multi-cultural distributed team.
- Designed and shipped scalable RESTful .NET Core APIs delivering a 50% performance improvement, backed by SQL and NoSQL data stores and containerized deployments (Docker, Kubernetes); introduced unit-testing standards that reached 90% coverage and materially improved system stability.
- Led development of mobile SDKs adopted by labs, clinics, and insurance partners across Europe, built to support HL7 and FHIR healthcare interoperability standards with a focus on security and scalability.
- Halved mobile release cycle time by implementing Fastlane-based CI/CD, enabling weekly releases.

Medicus AI Dubai, UAE

Senior iOS Engineer January 2017 – November 2019

Role began within CloudAppers as the Medicus product was incubated, then continued post-spinout into Medicus AI as a standalone health-tech company.

- Co-developed the Gesundheitscloud SDK (a major German health-data platform) and the Medicus iOS application; mentored 5 mobile developers on iOS architecture and Apple platform best practices.
- Architected a C++ Core SDK that improved cross-platform robustness and long-term maintainability.

CloudAppers Dubai, UAE

iOS Engineer January 2015 – March 2018

- Delivered 4 production iOS applications including the award-winning RTA Dubai and Visit Abu Dhabi 4 apps — both recognized at the 2017 M-Government Service Awards. Mentored junior iOS engineers on clean architecture and best practices.

EDUCATION

Bachelor of Computer Software Engineering

Arab International University (AIU) October 2010 – March 2015

- Graduated 3rd in class • EU Blue Card-eligible degree

AWARDS & SELECTED PROJECTS

- **M-Government Service Awards 2017** — Best Transportation Mobile App (RTA Dubai) and Best Tourism Mobile App (Visit Abu Dhabi 4).
- **Independent** — Emergency Management System for ENOC (.NET Core, ASP.NET Razor, Xamarin); WatHab course-management system + React Native app for ICRC (.NET Core, Angular).