ILLUSTRATIVE SAMPLE

Tharushan Selvaraj

Director of Technology | Software Services for Australian and UK Clients | Engineering Teams of 220 | Cloud Platforms

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Open to relocation to Singapore (Employment Pass) · Notice period: two months

EXECUTIVE PROFILE

Director of technology at a Colombo software services company, leading 220 engineers who build and run platforms for insurance and logistics clients in Australia and the UK. Grew the engineering organisation from 90 people, kept 11 of 12 key accounts over five years and moved 26 client systems to AWS. Targeting regional technology director and head of engineering roles in Singapore.

SELECTED ACHIEVEMENTS

- **Client retention:** kept 11 of 12 key client accounts over five years. The largest renewed a three-year A$9.2 million contract in 2025.
- **Team growth:** grew engineering from 90 to 220 people in five years while keeping voluntary attrition below 12% a year.
- **Cloud migration:** moved 26 client systems to AWS. Hosting costs fell 34% and uptime reached 99.95%.
- **Delivery capacity:** opened a second delivery centre in Kandy in 2023 with 60 engineers, widening hiring beyond Colombo.

CORE CAPABILITIES

Engineering leadership | Client delivery governance | AWS and Azure | Kubernetes | Java and .NET platforms | CI/CD | ISO 27001 | SOC 2 Type II

LEADERSHIP EXPERIENCE

Director of Technology

2019 to present

Pelican Bay Software (Pvt) Ltd, Colombo, Sri Lanka

Software services company, 380 staff, revenue about US$14 million billed in US and Australian dollars. All delivery runs from Sri Lanka; clients are in Australia and the UK.

Scope: six direct reports (engineering managers), 14 team leads, 220 engineers. Member of the executive committee.

- Led the client side of delivery for Sydney and London accounts, with 8 to 10 weeks a year on client sites.
- Took the company through ISO 27001 certification and its first SOC 2 Type II report, a condition of two new insurance contracts.
- Introduced a career framework and promotion panel for engineers. Internal promotions to team lead rose from 3 to 11 a year.

Engineering Manager

2015 to 2019

Pelican Bay Software (Pvt) Ltd, Colombo

- Managed three delivery teams (40 engineers) for a UK logistics client; won the client's supplier award in 2018.

Selected client programmes

Delivered from Colombo and Kandy

- **Australian general insurer, 2021 to 2023:** rebuilt the claims platform for 1.1 million policies with a team of 45. Average claim processing time fell from 9 days to 4.
- **UK third-party logistics provider, 2019 to 2022:** delivered a warehouse management system across 18 sites. Picking errors fell 38%.
- **Australian life insurer, 2022 to 2024:** moved policy administration to AWS with zero unplanned downtime during cutover.
- **UK freight broker, 2024 to present:** built a real-time tracking API now used by more than 300 carriers.

Senior Software Engineer to Technical Lead

2010 to 2015

Software product company, Colombo

- Built the core rating engine for an Australian insurance product used by 40 brokers. Promoted to technical lead in 2013.

EDUCATION AND CERTIFICATION

- BSc (Hons) Computer Science and Engineering, University of Moratuwa
- AWS Certified Solutions Architect, Professional

LANGUAGES

- English (fluent), Tamil (native), Sinhala (working)

Figures are illustrative.