

Kaushik Paul

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EXPERIENCE

Software Engineer | **Instahyre** | Noida, India | Jan 2023 - Present |

- **Resolved 1000+ Tickets:** Fixed high-priority (P0, P1) bugs and delivered critical features, ensuring stability and driving impactful product improvements.
- **Hiring Suite for Consultancies:** Launched a major 2025 release that not only boosted **consultant retention by over 30%**, but also enabled seamless collaboration on jobs and candidate sharing among colleagues, **accelerating the hiring process by 20%** and transforming agency workflows for maximum efficiency.
- **AI-powered Job Creation & Recommendation:** Beta release **reducing job creation time by 25%**, auto-filling details, and **improving candidate relevancy by 35%**, enhancing job quality and recruiter success.
- **Modularized Scheduling System:** Refactored architecture by decoupling modules for event bookings and slot scheduling, reducing cross-module bugs and simplifying future development.
- **Revamped Slot Booking Module:** Overhauled the slot booking system to enhance the candidate experience, removed race conditions to prevent duplicate bookings, and reduced slot-fetching wait time by **45%**.
- **Optimized API Performance:** Reduced key API response times by up to **73%**, enhancing system speed, reliability, and overall user experience.
- **Dynamic Email Templates:** Designed and implemented on-the-fly email template creation, increasing recruiter adoption by 60% and reducing feature implementation time from **30 to 1 hour**.
- **Mentorship:** Guiding 4 developers by resolving blockers, collaborating on feature development, and offering technical direction to ensure smooth delivery and growth.

Software Engineer | **Relevel by Unacademy** | Bengaluru, India | Jul 2022 - Jan 2023 |

- **ZOHO CRM Enhancements:** Automated educator payouts and implemented mass class scheduling, saving 260+ person-hours monthly.
- **Streamlined Course Purchases:** Optimized the purchasing process, reducing sales pitching by **55%** while maintaining revenue.
- **Class Creation Automation:** Automated class setup for courses using predefined templates and enabled batch creation, reducing manual work and saving 20 person-hours weekly for the operations team.
- **Course Dashboard Enhancements:** Built backend features for real-time tracking of attendance, assignments, and metrics; improved engagement with automated reminders, boosting attendance by 30%.

Engineering Intern | **Relevel by Unacademy** | Bengaluru, India (Feb 2022 - Jul 2022) |

- **Speech-to-Text Integration:** Evaluated and implemented the best solution (Google, AWS, or Mozilla) for production use.
- **Open Source Adaptation:** Customized and deployed promising open-source projects through successful POCs.

SKILLS

Expert in: Python, Django, Java, REST API, Angular JS, Celery

Intermediate in: Spring Boot, JavaScript, JQuery, MySQL, Redis, Microservices

Basic in: Retool, Apache Kafka

ACHIEVEMENTS

Kudos Award: Recognized by Instahyre for consistent delivery and exceptional quality in task execution.

LICENSES & CERTIFICATIONS

AWS Certified AI Practitioner Early Adopter (2024 - 2027) - AWS - [Link](#)

Relevel Acheiver (2022) – Relevel - [Link](#)

Programming in Java (Gold Medal) (2020) – NPTEL - [Link](#)

Problem Solving Through C (Silver) (2019) – NPTEL - [Link](#)

EDUCATION

Bachelor of Technology (B.Tech.) - Information Technology | Grade: 9.26 | **(Jun 2018 - Jun 2022)**
Government College Of Engineering And Textile Technology, Serampore, Hooghly, West Bengal