

# HAFIZ MUHAMMAD BILAL ADHI

Technical Manager · Engineering Leader · Enterprise Platform Architect

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## PROFESSIONAL SUMMARY

Technical Manager with 12+ years of experience leading software engineering organizations, enterprise platform development, ERP systems, fintech solutions, mobility platforms, integrations, and database engineering. Currently leading a 19-member engineering organization at eZhire — UAE's leading car rental platform — reporting directly to the CTO and IT Director. Built a company-wide ERP from scratch adopted by 9 departments. Scaled the platform to serve 1M+ customers with 400+ bookings per day. Integrated 10+ enterprise systems including Oracle NetSuite, Checkout.com, HubSpot, and ZATCA. Experienced in technical hiring, performance management, architecture governance, budget planning, product roadmap, and executive stakeholder communication.

## KEY IMPACT METRICS

<b>12+ yrs</b> Engineering Experience	<b>19</b> Engineers Led	<b>1M+</b> Customers Served	<b>400/day</b> Daily Bookings
<b>2,000+</b> Active Rentals	<b>100+</b> APIs Built	<b>10+</b> Enterprise Integrations	<b>85%+</b> Collections Recovery

## WORK EXPERIENCE

### Technical Manager

Jan 2020 – Present

**eZhire — UAE Car Rental Platform** · Dubai, UAE (Remote)

- Lead 19-member engineering organization: 3 Team Leads, 9 Software Engineers, 2 Database Engineers, 4 QA Engineers, 1 DevOps Engineer.
- Report directly to CTO and IT Director; participate in product roadmap, budget planning, strategic initiatives, and executive meetings.
- Architected and delivered a company-wide ERP from scratch — adopted by Finance, FinOps, Sales, Marketing, Operations, Customer Support, HR, IT, and Executive Leadership.
- Scaled the platform to serve 1M+ customers with 400+ bookings per day and 2,000+ concurrent active rentals.
- Built a Recovery Management platform achieving 65% same-month collections and 85%+ collections within 3 months.
- Integrated 10+ enterprise systems: Oracle NetSuite, Checkout.com, HubSpot, ZATCA, Ziwo, Crisp, BotSpace, ClearGrid, Firebase, and Slack.
- Designed and delivered a unified CRM and Lead Management platform integrating HubSpot, Crisp, and BotSpace.
- Established architecture governance, design review processes, and engineering hiring standards.
- Lead technical hiring, performance reviews, promotions, mentorship, and delivery management across all engineering teams.

### Technical Architect

Jan 2019 – Dec 2019

**Multiple Organizations** · Pakistan

- Designed scalable system architectures for enterprise software, mobility platforms, and fintech applications.
- Led architecture reviews, established integration patterns, and drove enterprise-wide technology decisions.
- Delivered Investors Lounge — a Pakistan Stock Exchange integrated fintech platform for retail investors.

### Team Lead / Project Lead

Jan 2017 – Dec 2018

## Multiple Organizations · Pakistan

- Led cross-functional engineering teams on complex enterprise software and mobility projects.
- Delivered Hertz Pakistan — an end-to-end vehicle rental platform for Hertz franchise operations.
- Built Rocket Rikshaw — a three-sided ride-hailing marketplace platform for the Pakistan market.
- Mentored junior developers, conducted code reviews, and established team engineering standards.

## Senior .NET Developer

Jan 2012 – Dec 2016

### Various Software Companies · Pakistan

- Developed enterprise applications using .NET, C#, ASP.NET, and SQL Server across multiple industry domains.
- Delivered Muslims 365 — a cross-platform Islamic lifestyle application for the global Muslim community.
- Delivered Optimus Now — a comprehensive enterprise business platform with multi-module architecture.
- Built deep expertise in database engineering, API design, and backend architecture.

## TECHNICAL SKILLS

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<b>Languages &amp; Runtimes:</b>	C# / .NET, Python, JavaScript / TypeScript, SQL, Node.js
<b>Frameworks &amp; Platforms:</b>	ASP.NET Core, Angular, AngularJS, Django, React, React Native
<b>Databases &amp; Data:</b>	MySQL, SQL Server, PostgreSQL, Google BigQuery, Firebase
<b>Cloud &amp; Infrastructure:</b>	Microsoft Azure, Google Cloud Platform, Docker, CI/CD Pipelines
<b>Enterprise Integrations:</b>	Oracle NetSuite, HubSpot, Checkout.com, ZATCA, Ziwo, Crisp, BotSpace, ClearGrid
<b>Engineering Leadership:</b>	Technical Hiring, Architecture Governance, Delivery Management, Budget Planning, Performance Management, Roadmap Planning

## KEY PROJECTS

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<b>eZhire ERP</b>	.NET Core · Angular · Node.js · MySQL · Python · BigQuery — Company-wide ERP; 9 departments; built from scratch
<b>eZhire Platform</b>	Python · Django · AngularJS · MySQL · BigQuery — Core mobility platform; 1M+ customers; 400+ daily bookings
<b>Investors Lounge</b>	ASP.NET · SQL Server · PSX APIs — FinTech platform with Pakistan Stock Exchange integration
<b>Hertz Pakistan</b>	.NET · SQL Server · Angular — End-to-end vehicle rental platform for Hertz franchise operations
<b>Rocket Rikshaw</b>	Node.js · React Native · Firebase · MySQL — Three-sided ride-hailing marketplace for Pakistan
<b>Muslims 365</b>	React Native · .NET Core · Firebase — Cross-platform Islamic lifestyle application for global community

## LEADERSHIP RESPONSIBILITIES

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- Technical hiring: sourcing, interviewing, and onboarding engineers across backend, mobile, QA, and DevOps.
- Performance reviews, promotions, salary discussions, and career development for 19 direct and indirect reports.
- Architecture governance: design review process, Architecture Decision Records (ADRs), and technical standards.
- Delivery management: sprint planning, critical path identification, risk escalation, and stakeholder communication.
- Budget planning and resource allocation discussions with IT Director and Finance leadership.
- Product roadmap contribution alongside Product, CTO, and Executive Leadership.
- Cross-department technical coordination between Engineering, Finance, Operations, Sales, and HR.