

CAVESHEN RAJMAN

Software Engineering Manager

Cape Town, South Africa · LinkedIn: [linkedin.com/in/caveshen](https://www.linkedin.com/in/caveshen) · Portfolio: caveshen.com

SUMMARY

Since 2015 I have worked in the software industry and mastered the Software Development Life Cycle, from ideation to outcome. Along the way I found my calling as a leader and mentor, empowering people to grow their careers while leading the charge in delivering the best solution for the problem at hand.

PROFESSIONAL SKILLS

People leadership, Coaching and Mentoring, Team building, Stakeholder Management, Strategic Decision-making, Communication, Delivery Management, Systems Analysis and Design, Technical Documentation, Change Management

TECHNICAL SKILLS

- **Engineering:** .NET and C# (mastered), SQL (mastered), JavaScript (advanced), Spring (novice)
- **Frameworks:** Vue, React, Angular, GraphQL (skilled)
- **Cloud and tooling:** Azure (advanced), Terraform (skilled), AWS (skilled), Power BI (novice)
- **Quality:** NUnit and XUnit (advanced), Selenium (skilled), Cypress (skilled), K6 (novice)
- **Architecture:** Systems design (advanced), Event-driven (skilled), Observability (advanced), Agentic AI (mastered)
- **Leadership:** Mentoring (mastered), Team building (mastered), Stakeholders (advanced), Strategy (advanced)

PROFESSIONAL EXPERIENCE

Software Engineering Manager

Derivco, Cape Town, South Africa | June 2024 – Present

Leads the team responsible for the Ledger and Bonus systems in a highly regulated, highly available, high-demand environment.

- Joined as Senior SDET; promoted to Engineering Manager in May 2025
- Previously led the team responsible for the Player Account Management product
- Over 100 billion requests at 99.99% uptime every month
- Compliant with EU GDPR, ISO 27001, and SOC1
- Full end-to-end ownership from ideation to roadmap to delivery to support

In this role I wear many hats including Business Analysis, Product Management, Software Engineering, DevOps, Quality Assurance, Automation, and Project Management. I have also led teams leveraging AI initiatives to improve turnaround time and software quality, including developing key organisational tools:

- AI assistant integrating Azure and ITSM tooling to provide change and release details to auditors
- Automated change management product orchestrating ITSM processes using Azure pipelines
- Automated support service for processing and resolving customer tickets

Senior Software Engineer — Project Lead

Entelect, Cape Town, South Africa | April 2022 – May 2024

Software consultancy position providing technical expertise, leadership, and stakeholder management for eBay Mexico, Adevinta, FNZ UK, and MunichRe Insurance.

- Acting Team Lead at eBay Mexico, Adevinta, and FNZ UK: performance management, product management, software analysis and design, and stakeholder reporting
- Project Lead at MunichRe, combining Team Lead and Senior Engineer duties: performance, product, and stakeholder management, coaching, and reviews
- Spent 80% of my time designing, developing, testing, deploying, and supporting software products, primarily within the insurance sector
- Delivered new features, bug fixes, technical-debt reduction, and new architecture to improve performance on existing systems
- Assisted with compliance and governance processes, software documentation, creation and enforcement of agile and SDLC lifecycles, and change management

Senior Software Developer (Technical Lead)

Derivco, Durban, South Africa | January 2015 – March 2022

Technical Lead within the Quickfire BackOffice department, responsible for large-scale, high-performance campaign creation and tracking tools, collaborating across four geographic locations with four teams of thirty people in total.

- Progressed from Production Tester to Developer to Technical Lead
- Worked with architects on high-level architecture for campaign-based products, following an IDesign approach to encapsulate the volatility of downstream dependencies (microservices)
- Founded the Campaign Manager Design Board, with developers from each team, to improve technical discussion and decision-making across the SDLC
- Responsible for Work Breakdown Structure creation, Epic and Feature creation on Azure DevOps, and outcomes-based delivery and reporting
- Responsible for stakeholder and change management: project status, risks, blockers and mitigation, prioritisation, and delegation
- Documented all strategies: naming conventions, branching and merging, automation-first testing focused on Test-Driven Design, monitoring, compliance, and feature flagging

Managing Editor

EGMR | February 2011 – December 2015

Ran a games-media site: reviews, columns, podcasts, and press coverage. The writing habit it started continues as freelance work.

EDUCATION AND TRAINING

Bachelor of Commerce, Information Systems & Technology

University of KwaZulu-Natal, Durban | 2014

Certified Tester, Foundation Level (ISTQB) | 2015

Crucial Conversations, Derivco | 2018

Personal Mastery, Derivco | 2019

Legitimate Leadership, Entelect | 2024

Leading Beyond Limits, Derivco | 2026