

Paul Anunda

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Technical engineering leader with 15 years of software engineering experience, including the past five years in engineering management, specializing in infrastructure and developer tools. Currently leading a 20-person organization across three teams at HashiCorp that owns the version control system (VCS) integrations behind approximately 85% of Terraform Cloud workloads, a greenfield resource-discovery product taken to general availability, and an artificial intelligence/data lake initiative. Demonstrated success in scaling reliability under pressure, launching new revenue-generating products from inception, and building distributed teams across countries.

PROFESSIONAL EXPERIENCE

HashiCorp (acquired by IBM in 2025)

Senior Manager, Software Engineering | May 2024 – Present

Manager, Software Engineering | April 2022 – April 2024

- Expanded a single 6-engineer team into a 20-person organization comprising 3 teams (15 engineers, 4 interns, and 1 engineering manager) and now lead the organization's work across VCS integrations, day-2 infrastructure operations, and resource discovery for Terraform Cloud and Terraform Enterprise.
- Lead the TF-Nexus team, whose VCS integrations drive approximately 85% of Terraform Cloud workloads.
- Directed a tiger team of Staff and Principal engineers through a PostgreSQL upgrade spanning four major versions for Terraform Cloud's primary production database during a reliability crisis; coordinated compatibility work across research and development (R&D), eliminated recurring database-related incidents, and established the model now used by dedicated infrastructure teams for future upgrades.
- Built the TF-Search team and product from inception to GA in July 2026, delivering unmanaged resource discovery and streamlined imports as a direct revenue driver; adoption and attributable resources under management (RUM) are tracking well ahead of plan.
- Led the 7-person TF-Actions team through the GA launch of its day-2 infrastructure modification capabilities; when business priorities shifted after launch, redirected the team toward the company's data lake initiative to enable AI capabilities.

DigitalOcean

Manager, Software Engineering | March 2021 – April 2022

- Joined Marketplace as its fourth engineer, advanced to technical lead and manager, and grew the team to 8 people across 3 countries, hiring, mentoring, and promoting multiple engineers.
- Led the cross-functional development and launch of DigitalOcean's first revenue-sharing software-as-a-service (SaaS) product, partnering with product, design, engineering, support, marketing, security, and billing.
- Presented monthly operating reviews to senior leadership, using revenue performance, key performance indicators (KPIs), and team health data to inform investment and roadmap decisions.

Software Engineer, Technical Lead | June 2020 – March 2021

Software Engineer | September 2018 – June 2020

- Designed and shipped a service for programmatically installing Marketplace 1-Click Apps onto customers' Kubernetes clusters.
- Served as the subject-matter expert for Marketplace's multi-region Kubernetes platform, enabling progressive regional rollouts and geographic traffic routing to the nearest DigitalOcean region.

WP Engine

Staff Software Engineer | April 2017 – September 2018

- Architected and led the team that built WP Engine's Domain Management Service, establishing the authoritative system of record for all domains across the platform, improving reliability, data consistency, and deployment velocity while reducing production incidents.
- Owned the deployment and operation of the team's Go services on Kubernetes.

Software Engineer | April 2014 – April 2017

- Developed features for WP Engine's User Portal, a customer-facing Ruby on Rails control panel deployed on Heroku.
- Built a widely adopted internal application that unified customer account and interaction data for engineering and support teams, accelerating issue diagnosis and improving supportability.

The University of Texas at Austin

Software Developer | June 2011 – April 2014

- Joined UT Austin as a self-taught Ruby on Rails developer before graduating and contributed to Quest, a learning management system still used by the university's science and mathematics undergraduates.
- Introduced application performance monitoring and championed the team's adoption of Git over Subversion (SVN), improving production visibility and modernizing its development workflow.

SELECTED PROJECTS

- **premiums.fyi** (in development) – Building a Rails application that uses RubyLLM to extract structured premium data from insurance policies and compare renewals; created an evaluation harness using a labeled dataset to benchmark Google Gemini Flash, OpenAI GPT, and Anthropic Claude Sonnet models on extraction accuracy, latency, and cost.
- **GraduationPage.com** – Built and operate a revenue-generating, multi-tenant Rails SaaS platform for digital graduation announcements, deployed on AWS using EC2 and RDS behind Cloudflare.
- **OnlyNeighbors.com** – Built and operate a production Rails platform for managing a neighborhood HOA, deployed on AWS using EC2 and RDS behind Cloudflare.

TECHNICAL SKILLS

- **Architecture & Platforms:** Platform engineering, infrastructure engineering, developer tools, distributed systems, reliability engineering, multi-region architecture
- **AI Engineering:** Large language model (LLM) application development, prompt

- engineering, labeled-dataset evaluations, AI coding agents (Claude Code, OpenAI Codex)
- **Cloud & Infrastructure:** Kubernetes, Terraform, Docker, AWS, GCP, Cloudflare
- **Data:** PostgreSQL, Redis, Elasticsearch, SQL
- **Languages & Frameworks:** Go, Ruby, Ruby on Rails, Python, JavaScript, HTML, CSS, Lua, Bash

EDUCATION

The University of Texas at Austin – Bachelor of Arts (BA) in Economics