

Shalin Bhatt

AI Engineer | Technical Lead

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SUMMARY

Staff-level software engineer with 12 years building production-scale distributed systems — from CI/CD pipelines and container orchestration to production AI infrastructure. At STERIS I led platform engineering for a HIPAA-regulated product line at 99.

EXPERIENCE

Technical Lead — STERIS CORP

Dec 2021 – Present

Richmond, CA

AI-Assisted Engineering & RAG

- Built production RAG pipelines for internal knowledge retrieval and document search — multi-model routing (OpenAI, Anthropic Claude, Groq) with hallucination mitigation through source-grounded retrieval and automated response verification
- Led AI-assisted coding pipelines — automated code review, testing, and documentation generation using Claude Code and Azure AI Foundry integrated into daily development workflows
- Reduced AI development cycle time by 40-60% through AI-first workflows and agentic coding tools adopted across a 12-person team

HexaVue™ Product Engineering

- Product lead and IC for the HexaVue™ OR Integration product line — IP-based 4K surgical video routing, capture, and display systems deployed across hospital operating rooms and Ambulatory Surgery Centers globally
- Architected HexaVue Connect — media sharing with EMR integration (Epic, Cerner), live case streaming, and virtual OR access enabling real-time specialist consultation during surgery
- Designed real-time video pipeline for HexaVue™ IP — multi-source 4K video routing across up to 72 connections with simultaneous capture, serving complex surgical workflows in trauma centers and teaching hospitals
- Led internationalization across 4 markets — localized UI, regional compliance, and deployment configurations for healthcare regulations in EMEA, APAC, and LATAM
- Drove product roadmap from concept through GA — prioritized features with Product and surgical stakeholders, managed cross-functional coordination with Design, Finance, Regulatory, and hospital IT teams

Engineering Leadership — OR Integration

- Managed 8-15 direct reports building the HexaVue and IDSS product lines — 90% retention vs 60-70% industry average, mentored 5+ engineers into senior IC roles
- Served as interim Engineering Manager during two leadership transitions — reported to VP on product roadmap, technical risks, and strategic decisions for the OR integration business unit
- Owned technical RFCs and architecture decisions across the product line — set engineering standards, drove design reviews, and balanced reliability with feature velocity in a HIPAA-regulated environment
- Led technical hiring: designed interview loops, evaluated 50+ candidates, and made 10+ hiring decisions for the OR integration team

Infrastructure & DevOps — OR Platform

- Designed CI/CD pipelines with Docker and Kubernetes — 70% faster deployments with zero-downtime releases for production OR systems in HIPAA-regulated environments
- Built observability and monitoring stack — logging, metrics, and alerting pipelines reducing mean time to detection and improving uptime to 99.95%
- Implemented automated testing frameworks for embedded Linux environments — reduced regression surface across 3 product lines

Python

LangGraph

OpenAI

Anthropic

Claude

Groq

Docker

Kubernetes

Azure

PostgreSQL

Redis

Senior Software Engineer — STERIS CORP

Oct 2017 – Nov 2021

Richmond, CA

IDSS Platform Engineering

- IC and tech lead for IDSS (Integrated Digital Surgical Suite) — IP-based video routing, device connectivity, and display management system for hospital operating rooms, built on embedded Linux and web-based control interfaces
- Designed and implemented the core video routing engine — multi-source HD video switching, device control protocols, and real-time display management serving surgical workflows in operating rooms across North America and Europe
- Built web-based configuration and management interfaces — enabled hospital IT teams to manage OR systems remotely, reducing on-site service calls and improving deployment velocity
- Led integration with surgical equipment from multiple vendors — developed device drivers and connectivity adapters for endoscopes, surgical cameras, and medical displays, ensuring interoperability across a heterogeneous device ecosystem

Development Operations & Team Processes

- Led Scrum process across multiple product teams — sprint planning, retrospectives, and technical roadmap ownership driving 15+ feature releases for the IDSS product line
- Built CI/CD pipelines and automated testing frameworks for containerized Linux environments — improved deployment reliability and reduced manual overhead across the OR integration team
- Hired and mentored engineers — recruited talent, ran technical interviews, and grew junior developers into senior roles on the IDSS team

Ruby on Rails

PostgreSQL

JavaScript

Docker

Kubernetes

Jenkins

Linux

IDSS

OR Integration

SKILLS**Autonomous Agent Systems**

Multi-Agent Architecture • Agent Orchestration • Autonomous Decision Systems • Concurrent Execution & State Management • Self-Healing & Failure Recovery • Tool Use & Function Calling

Production LLM Engineering

Retrieval-Augmented Generation (RAG) • LLM Evaluation Frameworks • LLM-as-Judge Patterns • Multi-Model Routing & Fallback • Prompt Engineering • Context Window Management

AI Reliability & Observability

Agent Workflow Tracing • Production AI Monitoring • Hallucination Mitigation & Guardrails • Custom Evaluation Pipelines • Latency Optimization • Model Benchmarking

AI Infrastructure

Vector Databases & Semantic Search • Memory-Augmented Reasoning • Knowledge Persistence • Containerized AI Deployment • API Design for LLM Systems

Engineering Leadership

Team Management (8-15 Direct Reports) • Performance Reviews • Technical Hiring (10+) • Roadmap Planning • Cross-Functional Leadership • Mentorship & Career Development

Regulated & Enterprise Systems

HIPAA Compliance • Audit Trails • Zero-Downtime Deployment • Security-First Architecture • Enterprise Scale

Systems & Distributed Infrastructure

Distributed Systems Design • CI/CD Pipeline Architecture • Container Orchestration (Kubernetes) • Zero-Downtime Deployments • Linux Systems Administration • Observability & Monitoring • PostgreSQL & Redis at Scale • Event-Driven Architecture

Technical Stack

Python • Go • Java • LangGraph • LangChain • OpenAI • Anthropic • Claude (Anthropic) • Groq • Ollama • ChromaDB • FastAPI • Docker • Kubernetes • Linux • Azure • PostgreSQL • Redis • Ruby on Rails • gRPC • GraphQL

EDUCATION

Project Management & Project Leadership University of California, Berkeley (Extension) PMI Accredited	Completed
Bachelor of Engineering in Information Technology Ahmedabad Institute of Technology	2009-2013

CERTIFICATIONS

Certified Scrum Master (CSM)	Scrum Alliance — 2018, Renewed 2023
Becoming a Manager Professional Certificate	LinkedIn Learning — 2025
Claude Code 4: Agentic Coding for Professional Developers	Anthropic — 2025
Microsoft AI Workshop	Microsoft — 2025
Building with AI: Building a Copilot with Azure AI Foundry	Microsoft — 2024
Docker Foundations Professional Certificate	Docker, Inc — 2026
Agent Skills with Anthropic	DeepLearning.AI — May 2026

OPEN SOURCE CONTRIBUTIONS

OpenCode — 2026 Contributed bug fixes for terminal UI stability and session management.
Multica — 2026 Contributed Linux desktop integration fixes including native file handling and window management.
Zen Browser — 2026 Contributed fixes for tab management and window state handling.
Zorin OS — 2026 Contributed fixes for Linux desktop integration and system-level improvements.