

Hello, I'm Ryan Jadhav

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Experience

JUNE 2025 – PRESENT

Meta, Menlo Park, CA – Engineering Manager, Business Messaging: Paid Messaging Growth

- Lead a full-stack team of 10 engineers (frontend and backend) within Meta's Business Messaging organization, focused on accelerating paid messaging adoption and revenue growth across WhatsApp Business products globally.
- Drove growth experimentation initiatives that generated +\$30M/year in incremental revenue through funnel optimizations, notification nudge improvements, and payment & integrity friction reduction — directly advancing Meta's core Business Messaging monetization goals.
- Stewarded the WhatsApp Partner Showcase on business.facebook.com — a questionnaire-driven discovery experience that intelligently matches businesses to best-fit third-party messaging providers (e.g., Twilio, Shopify) based on their specific needs, improving partner activation and conversion.
- Led the 0→1 launch of First Party Multi-SKU Messaging Journeys on business.facebook.com, empowering businesses to design structured WhatsApp message flows for high-value use cases including Order Management and Appointment Booking — eliminating the prior dependency on third-party API integrations.
- Scaled the team through targeted external hiring of 4 engineers; championed engineer growth through a structured goal-setting and expectations framework that directly led to a team promotion.
- Championed AI adoption across the Business Messaging organization: facilitated a "Vibe Coding for EMs" workshop at the EM offsite, and served on the core committee for AI Week across Business Messaging — defining strategic goals and MC'ing the multi-team initiative.

FEB 2021 – MAY 2025

Lyft, San Francisco, CA – Engineering Manager, Lyft Business

- Led Lyft Business Products Engineering as EM for two full-stack teams (Business Concierge & Business Travel), managing 19 direct reports across mobile, frontend, and backend disciplines. Lyft Business contributes \$1B+ in yearly bookings and 1M+ weekly rides, representing ~7% of Lyft's overall volume.
- Built efficient processes and delegated ownership to engineers, empowering them to lead cross-team, multi-quarter projects. Shipped major initiatives including Assisted Ride, Green Mode, a Business Traveler rewards platform, ML-powered predictive driver availability, and a Transportation API data storage product.
- Owned yearly planning for both teams, partnering with PM and Data Science to build effective roadmaps. Balanced engineering-specific and product initiatives for optimal team efficiency, and set OKRs around reliability with a structured tech debt reduction plan.
- Hired 10+ engineers externally with a focus on team diversity and balance. Built hiring plans using a budget-first approach, establishing principles around level diversity, skill redundancy, and long-term location strategy.
- Developed and coached direct reports through structured career growth plans; promoted multiple engineers from junior to senior and staff levels. Partnered with underperforming team members on targeted Action Plans to restore productivity.
- Navigated multiple company reorganizations — including a CEO transition — maintaining team focus and stability through sustained periods of ambiguity.
- Proposed and drove org-wide engineering OKRs around quality, securing cross-functional buy-in. Incubated and advocated for foundational initiatives including GraphQL adoption and Acceptance Testing (automated staging environment testing).

MAY 2019 – FEB 2021

Lyft, San Francisco, CA – Staff Software Engineer & Manager (TLM), Lyft Business

- Tech Lead Manager on Lyft Business Lyft Pass XP — an application enabling companies to create highly customizable rideshare coupons for their employees.
 - Integrated 4 engineers to launch Lyft Pass on the Lyft Business Portal, making it the #2 revenue product in Lyft Business. Filed a patent upon completion.
- Tech Lead Manager on Lyft Business Guest XP.
 - Launched a team focused on Delta/Hilton loyalty points for riders, increasing ride incrementality by 2%. Recruited 2 engineers internally and hired 1 new grad; promoted the new grad within 6 months — ahead of the standard 12-month requirement.
 - Launched "MinnieVan Mode" with Walt Disney Corp., engaging external stakeholders on product requirements and positioning Lyft as the preferred rideshare partner at Walt Disney World.
 - Identified post-reorg misalignment and pitched a project transfer to a better-aligned org; secured BizDev buy-in and executed a clean team handoff.

JUNE 2015 – MAY 2019

Lyft, San Francisco, CA – Senior Software Engineer

- Frontend Lead for Lyft Business: established bi-weekly engineering syncs for 10 frontend engineers and built a shared component library adopted across 4 web apps.
- Tech Lead on Lyft Business Concierge: led backend and frontend projects, drove a full React rewrite, and designed “Flex Rides” — a new ride mode targeting a core KPI around ride cancellations.
- Led the rebuild of the Lyft Business Admin Portal in React, collaborating with PM, Design, and 3 engineers to achieve full feature parity on a modern web app.
- On Rider Growth: built ShareMyETA, Ride Receipts, and Rider Sign Up; re-wrote the referral page in React, reducing page load from 2–3 sec to ~300ms and increasing conversion by 3%.

JUNE 2013 – MAY 2015

CreativeLIVE, San Francisco, CA – Senior Software Engineer

- Built frontend architecture for the core website using NodeJS (HAPI) and BackboneJS.

OCTOBER 2011 – MAY 2013

Glyde, Palo Alto, CA – Software Engineer

- Developed and maintained numerous frontend features for the desktop site and mobile website.

JULY 2009 – OCTOBER 2011

Cisco Systems, San Jose, CA – Software Engineer

- Part of the Enterprise Collaboration Platform Group building Cisco Quad on Apache Tomcat, Apache Struts, and Liferay. Founded the security team to remediate web vulnerabilities; trained the team on OWASP’s Enterprise Security API and Antisamy HTML Sanitizer.

Education

AUG 2005 – MAY 2009

Rensselaer Polytechnic Institute, Troy, NY – B.S. Computer and Systems Engineering

Concentration: Computer Networking. **Minor:** Economics.

Skills

Engineering Leadership, Team Building & Hiring, Career Development, Agile Methodologies, Kanban, Roadmapping, Growth Experimentation, Cross-functional Collaboration, JavaScript, TypeScript, Python, SQL, React, NodeJS, Flask, GraphQL, Prometheus, JIRA.