

Sahil Dawka

I build things that work, and teams that want to.

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Started in nanotechnology, found my way to software. Spent six years at Paper building AI-powered education tools and leading the teams behind them — first as an engineer, then as a manager. Most proud of a human-in-the-loop system that served 3M+ students and saved \$1M+ a year in operations.

EXPERIENCE

Technical Cofounder — Title Collections

Jan 2026 — Jul 2026

- Built all platforms from scratch — cataloging, governance, and specialist-network workflows for art and high-value collections
- Ran product discovery end to end, from user conversations to shipped features
- Multi-tenant architecture with sovereign data guarantees

Software Development Manager — Paper

Sep 2021 — Oct 2024

- Helped individuals grow in happy and high-performing teams
- Contributed to SDLC and engineering standards, hiring pipelines, incident response
- Implemented feature experiments, iterating most to measurable impact
- Managed chaos through restructurings without losing velocity or morale

Tiger Team Manager — Paper

May 2023 — Apr 2024

- Started 5 projects from scratch, shipped 3:
 - Human-in-the-loop AI system — \$1M+ annual savings
 - LLM observability and stat-based prompt engineering
 - AI tutor Chrome extension

Senior Backend Developer — Paper

Feb 2021 — Sep 2021

- Optimized code and queries as we scaled from thousands to millions of users
- Built features as the only backend dev supporting 5 frontend contributors
- Started onboarding/mentoring new hires, setting team conventions

Backend Developer — Paper

Jan 2020 — Feb 2021

- Deep dives into system design, architecture, and APIs
- Fell in love with EXPLAIN, tied test coverage to inner peace
- Cloud and serverless for small services (image compression, PDF conversion)

Full-stack Developer — Paper

Jan 2019 — Jan 2020

- From first production code to first end-to-end feature
- Learned product building and its associated processes in tech

R&D Intern — TandemLaunch

Aug 2021 — Nov 2021

- Hunted academic papers for unapplied knowledge with commercial potential
- Communicated findings to entrepreneurs in residence

EDUCATION

M.Eng — Electrical & Computer Engineering

2017 — 2019

University of Victoria

Statistics, Information Theory, AI, Cybersecurity, FPGAs, Photovoltaics, Nanotechnology.

B.Tech — Nanotechnology

2011 — 2015

Amity University

PUBLICATIONS

Solution-Processed Zinc Oxide Nanoparticles for Thin Film Optoelectronic Neuromorphic Devices

S. Dawka, P. Duan, S. Maitra, R. Sapkota, C. Papadopoulos

ECS Meeting Abstracts, 2024

Thin Film Photodetectors Based on Zinc Oxide Nanoinks

S. Dawka, P. Duan, R. Sapkota, C. Papadopoulos

ECS Transactions, 108(6), 2022

Multi-functional thin film coatings formed via nanogrinding

R. Sapkota, J. Zou, J.E. Bobak, S. Dawka, C. Papadopoulos

Applied Nanoscience, 8, 1437–1444, 2018

DOI: 10.1007/s13204-018-0812-y

SKILLS

TECHNICAL

Languages: agnostic

Architecture: C4

Adaptability: can RTFM

PRODUCT

Domain: deep understanding

System design: domain-driven
design + data-driven decisions

Evaluation: user-focused

MANAGEMENT

Leadership: by example

Philosophy: progress > perfection

Motivation: mastery, autonomy,
purpose

LANGUAGES

English — Native • Hindi — Good • French — B1 • Spanish — A2

sahil.pro/professional/resume