

# Sumana Kasturi

PRODUCT MANAGER · AI-POWERED HR TECH · AGILE DELIVERY LEADER

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Product Manager with 5 years building and scaling SaaS, HRMS, and AI-driven recruitment platforms. Replaced \$24K/year in SaaS costs with a 0→1 HRMS, lifted hire quality 30% and retention 50% with a GenAI hiring tool, and shipped IoT products 2 months ahead of schedule for 150+ EU users. Skilled in backlog ownership, INVEST user stories, sprint execution, and cross-functional stakeholder alignment across global teams.

## EXPERIENCE

### Business Analyst & Product Owner

Jan 2025 – Present

*Touchcore Systems · Bangalore, India (Remote, US & EU Clients)*

- Own the product backlog and delivery for two IoT SaaS products (CCR Dashboards & CCR Pulse) serving 150+ EU end users: a real-time refrigerator temperature-monitoring platform for food-safety compliance and a QR-based device lifecycle management platform.
- Reduced missed delivery deadlines by 70% by introducing Scrum, structured sprint cadences, and a strict change-request policy to a previously ad-hoc team that missed 90–100% of deadlines.
- Shipped the first major release 2 months ahead of schedule by prioritizing core functionality over cosmetic requests and pushing back on premature UI redesign demands.
- Coordinate a 15-member cross-functional team (5 developers, 2 DevOps, 2 designers, 4 QA, 1 BA) as Scrum Master, facilitating all ceremonies and managing risk.
- Led requirements gathering, user stories with acceptance criteria, release management, and multi-tenant architecture migration for 5 customer organizations on a U.S.-based health research platform.

### PMO Executive & Product Lead

Apr 2023 – Jan 2025

*Touchcore Systems · Pune, India (Remote)*

- Built and commercialized TeamStack, an internal workforce-planning and HRMS platform that replaced Zoho (\$40/user/month), saving ~\$24,000/year across 50 employees; sold it to external clients and led multi-tenant migration for 2 organizations.
- Conceived and led a GenAI hiring tool (MERN stack) scoring candidates on core-value alignment; all ~10 hires since Aug 2024 ran through it, lifting hire-quality scores 30% and 12-month retention 50%.
- Served on the EOS-driven leadership team, managing rocks, scorecards, and accountability charts via Ninety.io to maintain execution discipline.
- Standardized PM practices across the organization, championing continuous improvement and aligning product initiatives with long-term business strategy.

### Associate Project Manager

Jan 2022 – Apr 2023

*Touchcore Systems · Pune, India (Remote)*

- Managed end-to-end delivery of multiple software projects using Agile/Scrum, coordinating cross-functional teams for on-time, on-scope releases.
- Served as Scrum Master across multiple teams; facilitated sprint planning, stand-ups, reviews, and retrospectives; removed blockers and ensured transparent status reporting.
- Bridged technical teams and business stakeholders, managing scope, timelines, and resource allocation while proactively mitigating delivery risks.

### Associate Business Analyst

Jul 2021 – Jan 2022

*RapidQuest Solutions · Pune, India (Remote)*

- Supported end-to-end business analysis, gathering and refining client requirements into user stories, functional specs, and process flows.
- Assisted Scrum ceremonies and cross-functional coordination to align technical execution with business objectives.

## KEY PRODUCT ACHIEVEMENTS

**HRMS Platform (TeamStack):** Took a product from 0→1: identified the problem (expensive Zoho licenses), built the business case, drove development, launched internally, and commercialized to external clients, saving ~\$24K/year and generating new revenue.

**GenAI Recruitment Tool:** Applied generative AI to behavioural hiring assessments, improving hire-quality scores 30% and 12-month retention 50% across all hires since Aug 2024.

**Multi-Tenant SaaS Migration:** Led architecture migration for 7 customer organizations across two products, navigating data isolation, tenant configuration, and onboarding workflows.

## SKILLS & TOOLS

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<b>Core</b>	Backlog Ownership, Product Discovery & Strategy, Requirements Gathering, User Stories & Acceptance Criteria, Roadmapping, Stakeholder Management, Change Request Governance, Release Planning, Scrum (CSPO), Kanban, Sprint Ceremonies, Cross-functional Team Coordination, Risk Management
<b>Domains</b>	HRMS & Workforce Planning, AI-Driven Recruitment & Talent Acquisition, Multi-Tenant SaaS Architecture, IoT Platforms, Health Research Platforms, GenAI Product Development
<b>Tools</b>	Jira, Azure DevOps, Confluence, Ninety.io (EOS), Notion, Microsoft 365, Google Workspace, LucidChart, Miro, Visio, Draw.io

## EDUCATION

### Indian Institute of Management Visakhapatnam

Executive MBA

2025 – 2027

### Villa Marie Degree College, Osmania University

Bachelor of Commerce (BCom)

2017 – 2020

## CERTIFICATIONS

### Certified Scrum Product Owner (CSPO)

Scrum Alliance · Oct 2025

### Certified Associate in Project Management (CAPM)

Project Management Institute · Oct 2024

### ISO 27001 ISMS Internal Auditor

IRCLASS · Aug 2024