

KABIR JAYASHRI RAMCHANDRA PATIL

SENIOR SOFTWARE ENGINEER

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I am a software engineer with 8+ years of experience managing, testing, and maintaining digital platforms and tools for both global companies and advocacy organizations. My work focuses on building stable, user-friendly, accessible, and justice-tech infrastructure that supports real people and real missions. I currently co-lead Comms for a Cause (C4AC), a pro bono initiative supporting feminist, LGBTQI+, and grassroots movements across the Global Majority. In just four months, we've partnered with over 20 organizations across Asia, Africa, Latin America, and Europe. I lead technical operations and platform support from backend development and content workflows to managing third-party tools, providing tech and digital security training, and ensuring smooth day-to-day functionality across systems. I pride myself in bringing a collaborative, detail-oriented approach to technical work whether that's resolving bugs, streamlining systems, or helping teammates feel confident with the tools they use.

PROFESSIONAL EXPERIENCE

Comms For A Cause

Co-founder & Co-Executive Director

March 2025 - Present

- Lead all backend and frontend development, digital infrastructure architecture, and platform maintenance across C4AC's tech stack.
- Manage and maintain content management systems (CMS), internal tools, and digital platforms for advocacy organizations, with a focus on safety, ease of use, and long-term sustainability.
- Designed and implemented privacy-conscious systems, including secure intake forms, consultation booking workflows, and metadata-scrubbed content upload protocols.
- Delivered technical support and digital tool onboarding for 15+ grassroots organizations within 3 months, with 8 of 9 strategy sessions filling within 2 hours of launch.
- Provide digital infrastructure support for public-facing campaigns, tools, and comms platforms in collaboration with feminist partners globally.
- Co-lead and coordinate a remote volunteer team of 14 people with clear access controls, documentation systems, and safety protocols for platform management and internal workflows.
- Lead the organization's strategic direction on technology and infrastructure, including initiating and sustaining collaborations with tech-forward organizations, digital safety partners, and funders committed to accessible and ethical tech.

Avira Foundation

Digital Security & Tech Co-Ordinator

April 2023 - September 2025

- Designed and facilitated tech literacy workshops for grassroots women human rights defenders (WHRDs), focusing on practical tools for safe communication, content management, and online organizing.
- Developed and maintained a user-friendly internal website and documentation system to improve team coordination, accessibility, and knowledge sharing across regions.
- Provided hands-on support for digital platform setup, tool adoption, and content workflows including email systems, shared drives, and digital workspaces.
- Strengthened digital infrastructure for local partners by streamlining platforms, reducing tech friction, and ensuring basic safety practices without overloading teams.
- Supported research and data workflows with clear documentation structures and protocols to maintain accessibility and reduce risk of data loss or exposure.
- Collaborated with staff and community members to embed accessible, low-tech solutions tailored to bandwidth constraints and language needs.

Senior Software Engineer

- Set up and maintained monitoring and alerting systems to track system health, ensure uptime, and respond to incidents quickly.
- Built internal tools and dashboards to support user management, log analysis, permission control, and platform oversight across teams.
- Led automation initiatives to reduce manual workflows and technical debt, improving consistency and system maintainability.
- Defined and executed QA strategy across multiple projects, creating test plans and automation suites that reduced manual testing by 80%.
- Conducted end-to-end functional, regression, and accessibility testing for responsive web applications across devices and browsers, ensuring cross-platform stability and performance.
- Collaborated across teams to ensure platform changes met functional requirements, maintained data integrity, and followed best practices in testing and deployment.

SKILLS & EXPERTISE

Content & Platform Management

- Drupal CMS, WordPress, custom CMS setups
- User role and permission system configuration
- Localization and multilingual content structures
- CMS security audits and update tracking
- Integrations with CRMs, email automation, booking flows

Data & Knowledge Management

- Structured documentation and knowledge-sharing frameworks
- Data workflow optimization and impact reporting
- AI-driven automation for metrics and survey analysis

Cybersecurity & Digital Safety

- Vulnerability scanning
- Manual penetration testing
- Digital hygiene audits and privacy protocol design
- Identity masking systems & metadata scrubbing
- Secure form design (intake, feedback, consultation)
- Encrypted communications setup
- Crisis-ready workflows for activists & WHRDs
- Trauma-informed, low-data infrastructure systems

Testing & Quality Assurance

- Selenium WebDriver, TestNG, Postman, JUnit
- Regression, functional, API, UI/UX testing
- Accessibility compliance (WCAG 2.1)
- PCI compliance
- Cross-browser, cross-device testing (desktop/mobile/tablet)
- Jira & Xray for test case and defect tracking
- Agile testing, sprint support & ticket triage

Cross-Functional Communication & Stakeholder Engagement

- Liaising with grassroots teams, funders, and institutional partners
- Translating complex digital security concepts for non-technical audiences
- Ensuring accessibility and inclusivity in digital communication

Advocacy Tech & Collaboration

- Secure remote team management (14+ volunteers)
- Tool building for feminist, LGBTQI+ and climate orgs
- Coordinating with design, strategy & dev teams
- Documentation systems and resource-sharing libraries
- Trauma-aware onboarding systems

EDUCATION

- **Shivaji University, Kolhapur (2012 - 2016); Bachelor of Engineering in Information Technology (BE IT)**

COURSES, CERTIFICATIONS, & AWARDS

- Leveraging AI for Penetration Testing – Explored AI-driven penetration testing methodologies, including automated vulnerability identification, AI-assisted attack simulations, and ethical hacking techniques.
- Intro to Offensive Security – Covered ethical hacking principles, red teaming vs. penetration testing, vulnerability assessments, and security mindset development.
- Developing Secure Software (2015) – Studied secure coding practices, security frameworks, and vulnerability assessment techniques, including input validation, authentication mechanisms, and static/dynamic code analysis.
- Awarded by the Government of Maharashtra, India, for developing a farmer-centric mobile application that enables marginalized farmers to securely store and access essential government documents for official use, improving accessibility and efficiency in agricultural processes.