NIRAJ KARNA

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SUMMARY

A strategic and hands-on technology leader with nearly 8 years of expertise in the Odoo ecosystem, now serving as Team Lead – Senior Developer at Nepline Technology Pvt Ltd. Proven ability to drive technical vision, lead high-performing teams, and deliver scalable business solutions. Combines deep technical proficiency in full-stack Odoo development with modern DevOps practices and server infrastructure management to ensure robust, secure, and high-availability systems. A strong communicator focused on aligning technology with business goals.

EXPERIENCE

NEPLINE TECHNOLOGY PVT LTD

Team Lead – Senior Developer — 05/2026 to Current

- Lead the development team in the design, development, and delivery of scalable Odoo-based business solutions.
- Define technical direction and system architecture, aligning solutions with business goals and client requirements.
- Develop and maintain custom Odoo modules, RESTful APIs, and third-party integrations.
- Conduct code reviews and enforce development standards to ensure code quality, performance, and maintainability.
- Plan sprints, delegate tasks, and manage project timelines to deliver on schedule and within scope.
- Mentor and guide developers, fostering knowledge sharing and continuous improvement within the team.
- Oversee deployment and maintenance of Odoo on Linux-based servers, including security, backups, and performance tuning.
- Collaborate with stakeholders and clients to gather requirements and translate them into effective technical solutions.

IOPPOLO & ASSOCIATES (REMOTE)

Senior Odoo Developer — 11/2025 to 04/2026

- Architected and developed scalable custom modules aligned with complex business workflows and enterprise needs.
- Designed and implemented robust RESTful APIs and third-party integrations, enabling seamless system interoperability.
- Translated business requirements into efficient technical solutions, ensuring scalability, performance, and maintainability.
- Directed code reviews and enforced development standards, significantly improving code quality and team productivity.
- Optimized system performance through advanced ORM techniques, query tuning, and architectural improvements.
- Led troubleshooting and resolution of critical production issues, ensuring minimal downtime and business continuity.
- Managed and deployed Odoo on Linux-based environments, including server setup, security, backups, and scaling.
- Collaborated with stakeholders and cross-functional teams to deliver high-quality ERP solutions on time and within scope.
- Responded to customer concerns quickly and effectively, minimising service disruptions.
- Oversaw the migration of company data during a major upgrade of the IT system, ensuring minimal disruption to operations.
- Played a key role in technical decision-making, system architecture, and long-term product strategy.

NEXUS INCORPORATION PVT LTD

Team Lead - Odoo Development — 07/2024 to 11/2025

- Provided technical support to colleagues, resolving issues related to hardware, software, and network connectivity promptly.
- Managed inventory of IT assets, ensuring accurate tracking and timely replacement or upgrades of equipment.
- Developed successful strategies and policies, meeting organisational needs and implementing improvements.
- Controlled expenses and allocated financial resources to reach budget goals.
- Built a successful business culture focused on performance optimisation and goal attainment.

- Selected and mentored senior staff, creating a successful leadership team.
- Developed high-performing teams to consistently exceed goals, drive revenue and expand markets.
- Reviewed reports, recommendations and requests from subordinate leadership.
- Established company targets based on previous performance and predicted forecasts.
- Responded to customer concerns quickly and effectively, minimising service disruptions.
- Oversaw the migration of company data during a major upgrade of the IT system, ensuring minimal disruption to operations.
- Monitored system performance indicators, undertaking necessary adjustments to ensure optimal operation and user satisfaction.
- Tracked organizational performance against objectives and revamped strategies to better meet targets.
- Evaluated departmental performance and developed improvements to key operations.
- Authorised use of teams and materials for specific departments and projects.
- Managed helpdesk management systems to increase internal customer service.
- Cultivated a culture of continuous learning within the technology team, encouraging professional development and knowledge sharing.
- Established KPIs for financial, operational and sales goals.
- Led a team of software developers and engineers in the design, development, and deployment of scalable technology solutions.
- Implemented customer relationship management CRM systems to enhance customer engagement and support sales initiatives.

NEXUS INCORPORATION PVT LTD

Senior Odoo Developer 07/2022 to 07/2024

- Led staff meetings to delegate tasks, assign workloads and communicate changing priorities.
- Monitored team performance, providing suggestions for improvement and training programmes to increase team efficiency
- Managed conflict resolution within the team, promoting a positive and productive work environment.
- Led a team of 16+ members, driving project completion within strict deadlines and quality standards.
- Delivered quality service with friendly and professional demeanour.
- Developed open and professional relationships with team members to facilitate effective issue resolution.
- Monitored team performance, identifying areas for improvement and implementing corrective actions.
- Facilitated open communication within the team, encouraging feedback and collaborative problem-solving.
- Monitored operations to ensure employees followed relevant procedures and worked towards defined Key Performance Indicator (KPI) targets.
- Initiated and managed weekly meetings to discuss progress, address challenges, and strategise future actions.
- Monitored staff performance and developed improvement plans.
- Facilitated regular team meetings to discuss progress, obstacles, and brainstorm solutions.
- Resolved complex customer enquiries, disputes and complaints.
- Planned employee workloads and delegated tasks strategically to meet seasonal fluctuations in demand.
- Managed project timelines and delegated tasks effectively, ensuring timely completion of objectives.
- Assisted with team recruitment, interviewing and onboarding.
- Analysed project risks and devised contingency plans to mitigate impact on deliverables and timelines.

NEXUS INCORPORATION PVT LTD

Odoo Developer 07/2019 to 07/2022

- Designed and maintained custom modules in Odoo for diverse client requirements.
- Developed and implemented API integrations to enhance connectivity with external systems.
- Conducted requirements gathering and analysis to identify client needs and propose solutions.
- Provided technical support, resolving issues related to Odoo installation and customization.
- Worked closely with other team members to identify and remove software bugs.
- Participated in code reviews, upholding high standards of quality and promoting best practices among the development team.
- Developed and implemented software solutions to meet client requirements, enhancing system functionality and user satisfaction.

- Mentored junior developers, sharing expertise and best practices to support team development and knowledge growth.
- Integrated third-party APIs and services into software solutions, enhancing functionality and user experience.
- Led the design, coding, and testing of new software applications, consistently delivering projects within tight deadlines.
- Designed and developed RESTful APIs, facilitating seamless integration with third-party services and applications.
- Collaborated with cross-functional teams to gather requirements, design solutions, and deliver high-quality products on time.

10 ORBITS PVT LTD

Technical Odoo Developer 10/2018 to 07/2019

- Worked on multiple Odoo projects, including module development, customization, and integration.
- Conducted testing and debugging to ensure the quality of the software
- Provided technical support to clients and addressed their concerns and issues
- Participated in Agile/Scrum meetings and provided input on project planning and execution

SKILLS

- Odoo framework and custom module development
- Python programming
- PostgreSQL database management
- JavaScript and HTML/CSS
- XML data handling
- API integration and development
- Agile and Scrum methodologies
- Analytical and problem-solving skills
- Communication and interpersonal skills
- Team collaboration and independent work
- Technical leadership in projects
- Data migration strategies

PROJECTS

- **End-to-End Inventory Management System Overhaul**
  Objective: Centralized and modernized multi-location inventory with Odoo.
  Key Responsibilities: Requirement analysis, custom module development, multi-warehouse logic, automated reordering, Sales & Purchase integration, real-time dashboards.
- **Advanced CRM Customization**
  Objective: Enhanced Odoo CRM for sales automation and pipeline visibility.
  Key Responsibilities: Lead scoring, custom pipelines, automated campaigns, KPI dashboards, sales reporting.
- **Accounting Module Implementation & Localization**
  Objective: Implemented and customized Odoo Accounting for compliance and automation.
  Key Responsibilities: Chart of accounts, tax structures, reconciliation rules, financial reports, recurring invoices, payment gateway integration.
- **Automated HR & Payroll System**
  Objective: Streamlined payroll and employee management processes.
  Key Responsibilities: Custom employee fields, payroll automation, payslips, tax calculations, HR–Accounting integration, onboarding workflows.
- **Custom Manufacturing Module**
  Objective: Built tailored MRP system for furniture production.
  Key Responsibilities: BOM customization, production order states, material consumption, QC checkpoints, worker time tracking
- **Localized Payment Gateway Integration (Nepal)**
  Objective: Integrated eSewa, Khalti, and Fonepay with Odoo e-commerce.
  Key Responsibilities: Unified payment acquirer, secure API communication, webhook handling, transaction logging, reconciliation.

- **Automated Nepali Calendar Sync**
  Objective: Enabled BS–AD calendar synchronization for compliance and reporting.
  Key Responsibilities: Date conversion logic, scheduled sync jobs, bi-directional API, BS date widget in Odoo forms.
- **POS Customization**
  Objective: Enhanced Odoo POS for retail and restaurant operations.
  Key Responsibilities: Customized POS workflows (discounts, loyalty, returns, multi-payment methods), integrated POS with Inventory/Accounting, built offline mode support, and added custom receipt templates.
- **Commission & Incentive Management**
  Objective: Automated sales commission and incentive workflows.
  Key Responsibilities: Rule-based engine, commission dashboards, invoice-based automation, payroll integration, reporting.
- **Module Migration**
  Objective: Migrated legacy Odoo modules to newer versions ensuring compatibility and stability.
  Key Responsibilities: Refactored custom modules, updated APIs, resolved deprecated features, and optimized performance for upgraded environments.

EDUCATION

BSC (HONS): COMPUTING 10/2018

Leeds Beckett University

Equivalent to BIT (Tribhuwan University)

LANGUAGES

English: C1

Advanced

Nepali: C2

Proficient

Hindi: C2

Proficient

Maithili: C2

Proficient

PROFILE

- https://www.linkedin.com/in/niraj-karna/