

“Victory is winning people, not defeating others.”

Rajiv Pant

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Chief Technology Officer • Chief Product Officer • Chief Digital Officer  
Honored as a [Young Global Leader](#) by the [World Economic Forum](#)

## HIGHLIGHTS

- Referred to as a “*well-respected Chief Technology Officer*” in mainstream media. For example, [in this article in The Wall Street Journal](#) and [in this article in Politico](#).
- Received several prestigious [awards](#) for web & mobile app development and infrastructure engineering.
- 20+ years of experience and expertise in software engineering, product management, and user experience design. Led development of web & mobile apps and e-commerce for news, media, and publishing.
- Led development, scalability, and reliability engineering of web sites with 60+ million unique monthly visitors, 1.7+ billion monthly page views, and 99.99% uptime SLA requirements.
- Managed budgets of \$60+ million annually. (As corporate Deputy CTO, co-supervised budgets several times that.)
- Supervised staff of 320+ full-time employees (420+ including contractors). Built teams, developed employees, resolved conflicts, mentored, and coached individuals & teams for award-winning results.

## COMPETENCIES

- Influencer: Leads by Example
- Collaborator: Brings People Together
- Engineer: Solves Problems Innovatively
- Digital Media & Content Management
- Cognitive Science & Social Psychology
- Machine Learning & Data Science

## EXPERIENCE: FULL-TIME

- **Consulting • July 2020 – Present**
  - External Senior Advisor with [McKinsey & Company](#). Also working with select other clients.
- **[The Wall Street Journal](#), [Dow Jones](#), and [News Corp](#) • Feb 2017 – May 2020 (3 years 4 months) • New York City**
  - Deputy CTO, News Corp • March 2019 – Present (1 year 3 months)
  - CTO & Chief Product Officer, The Wall Street Journal • Feb 2017 – Mar 2019 (2 years 2 months)
- **[The New York Times](#) • May 2011 – June 2015 (4 years 2 months) • New York City**
  - Chief Technology Officer (joined as VP Digital Technology, promoted to CTO in a year)
- **[Conde Nast](#) and [Reddit](#) • June 2007 – May 2011 (4 years) • New York City & San Francisco**
  - Vice President, Digital Technology (headed up engineering for all of Conde Nast’s U.S. brands)
  - Managed the Reddit technology and engineering team
- **[Cox Enterprises](#) • June 2004 – May 2007 (3 years) • Atlanta**
  - Chief Technology Officer, COXnet (now [Cox Media Group](#))
- **[Knight Ridder](#) • September 1995 – June 2003 (7 years 10 months) • Philadelphia & San Francisco Bay Area**
  - Vice President Engineering & preceding roles (Director, Manager, Software Engineer)  
(*Note: Knight Ridder was sold to [The McClatchy Company](#) and to [MediaNews Group](#)*)

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## EXPERIENCE: CONSULTING, BOARDS, AND STARTUPS

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- **McKinsey & Company** • July 2020 – Present • New York City
  - Senior Advisor
- **Some Spider Studios** • New York City
  - Senior Advisor: October 2015 – Present
  - CTO & Chief Product Officer • June 2015 – September 2015
- **World Economic Forum** • March 2014 – Present
  - Young Global Leaders Alumni, September 2019 – Present
  - Young Global Leader, March 2014 – September 2019
- **Thrive Global** • August 2016 – February 2017 • New York City
  - CTO & Chief Product Officer
- **Tribune Publishing** • October 2015 – June 2016 • New York City, Chicago, & Los Angeles
  - CTO & Chief Product Officer  
(Note: Started as consultant interim CTO, then joined full-time until new ownership of the company decided to move its Technology and Product leadership team from New York City to Los Angeles. I chose not to move to LA.)
- **Savvis** (now **CenturyLink Technology Solutions**)
  - Customer Advisory Board Member • 2008 – 2009 (2 years)
- **Akamai**
  - Customer Advisory Board Member • 2005 – 2006 (2 years)

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## IN THE NEWS

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[Wall Street Journal article on May 7, 2015:](#)

*New York Times['] well-respected Chief Technology Officer Rajiv Pant*

*[...] Mr. Pant worked at the Times for four years, during which he helped oversee the newsroom's transformation to a digital subscription model and to a news institution driven by data analytics and engineering."*

*[...] "He was vitally important to the transition to the mobile and video experience," said Mr. Smurl. "He joined just when we switched the digital subscription model, during which it grew from zero to a \$200 million-a-year business."*

[Politico article on May 5, 2015:](#)

*Pant, [...] four-year veteran of the [New York] Times, has had his fingers in much of the major transformation the Times has experienced this decade. Some are publicly obvious: the scaling up of the Times' pioneering paywall, which now counts 957,000 digital-only paying customers, and the NYT 5 website redesign, which embraced visuals, storytelling and speed of loading as primary attributes. Others make differences behind the scenes: the hiring of dozens of digital talents that have deepened the Times' tech bench; the creation of the Times' first data science team; mobile expansion; and, most recently, the advent of continuous delivery.*

More mentions in the news available via [rajiv.com/resume](https://rajiv.com/resume)

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## TESTIMONIALS & WORK DETAILS

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Available online at [rajiv.com/resume](https://rajiv.com/resume) and [LinkedIn](#). Biography at [rajiv.com/biography](https://rajiv.com/biography)

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