Subash Canapathy

Partner Director of Engineering, Microsoft

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Engineering leader with 20+ years building enterprise-scale distributed systems, the last three on applied AI: people and organizational intelligence platforms, built on knowledge graphs, that power personalization and analytics in M365 Copilot. I lead large-scale organizational AI transformations, raising group-wide AI fluency and bringing an AI-driven, human-led SDLC to complex legacy systems.

As a change agent and servant leader, I foster psychologically safe, customer-obsessed teams where trust, curiosity, and ownership of outcomes lead to impactful, high-performing products.

COMPETENCIES

AI	Applied AI · Agentic SDLC · Inferencing models · Knowledge graphs · AI ROI · Agentic budgeting
Leadership	Product strategy · AI transformation · Squads Model · Mentoring · Change Management
Engineering	Serverless computing · Legacy-Agentic migration · AI-native architecture · Generative UI

EXPERIENCE

Partner Director of Engineering

2024 – Present

Microsoft · Microsoft 365 Copilot · Vancouver

PWI: People & Work Intelligence, and AI Upskilling for Microsoft 365 Copilot

- Lead the people and work intelligence inside Microsoft 365 Copilot and Work IQ, and AI upskilling through Learning Agent.
- Lead People & Work Intelligence, one of the producers of intelligence in Work IQ: skills, expertise, task and workflow understanding for Microsoft 365 Copilot, Copilot memory and Copilot and FinOps analytics.
- Lead AI Upskilling: built Learning Agent in-house, personalized AI upskilling in the flow of work (GA June 2026).
- Our task and completion intelligence powers Agent 365 Business Analytics, which measures AI by the work it completes, not the tokens it uses (Ignite 2026).
- Pioneered the applied AI practice within my group, with a hybrid workforce of engineers and applied/data scientists.

Principal Group Engineering Manager

2022 – 2024

Microsoft · Vancouver

Founded and led Viva EXP Foundations (horizontals)

- Reduced mean time to value for Viva suite deployments by 40%.
- Incubated and launched three platform products covering the shared service pillars of third-party data ingestion, data attribute governance and fast-track deployment of the Viva suite.
- Took Microsoft 365 People Skills from a three-engineer hack to GA: AI skills inference for every Copilot user, now the skills layer of Microsoft 365 Copilot.
- Built Feature Access Management, the inline policy layer Microsoft 365 apps and Copilot features use to turn features and data processing on or off per user, group or tenant.
- Incubated the Employee Self-Service Agent in Microsoft 365 Copilot and built the v0 shown in preview at Ignite 2024, before it moved to a dedicated team.

Engineering Leader, Amazon MWAA

2019 – 2021

Amazon · AWS · Vancouver

Amazon Managed Workflows for Apache Airflow

- Built and launched a new AWS service in eight months; $40M ARR within six months of launch.
- Took a stalled idea to a launched AWS service with its own P&L: wrote the PR-FAQ and business plan, hired a team of 15 in under a month and shipped in eight months.
- Set the serverless architecture (API Gateway, Lambda, Fargate, DynamoDB) and won an exception for per-environment Aurora PostgreSQL to keep the blast radius inside one customer environment.
- Launched in all tier-1 regions at GA, with region builds and DR automated before launch.
- Invested in open source from day one: grew two Apache Airflow committers, one now on the Airflow PMC.

Software Engineering Manager

2018 – 2019

Amazon · AWS · Vancouver

AWS Marketplace Publishing, Catalog Management

- Improved catalog security from 82% to 98% across all product types.

Software Development Manager

2016 – 2018

Amazon · Seattle

Prime Video, Device and Lab Infrastructure Management

- Improved streaming quality for millions of customers by validating QoS across all Amazon Fire device families.

EARLIER

Software Architect, Comcast · Led the transition from bare metal to OpenStack and Kubernetes through a new deployment and continuous-delivery architecture. 2014 – 2016

Software Engineer / SDET, Amazon · Infrastructure engineering, Android/Webkit OSS development, and backend engineering roles over seven years. 2008 – 2014

Software Engineer, EMC · Developer on the WDK test harness for EMC Documentum Webtop. 2006 – 2008

PATENTS

Generating and using context briefs to identify relevant chat responses
Microsoft · US 2025/0138910 A1 (application) · 2025

Determining load completion of dynamically updated content
Amazon · US-10417306-B1 · 2013

EDUCATION

B.Tech, Computer Science, Motilal Nehru National Institute of Technology, Allahabad · 2001 – 2005

LANGUAGES

English (Advanced) · Tamil (Native)