

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Netflix Inc.

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Himanshu Singh Engineering Manager

Category

L11. Employee of the Year - Entertainment Technology

Employee Nominee Submission Format

Written Answers

a. Briefly describe the nominated non-executive person's employer: the organization's history and past performance (up to 200 words). Required

Netflix is one of the world's leading entertainment services, with over 260 million paid memberships. Netflix has evolved from DVD rentals to pioneering global streaming and original content production. Its success has been fueled by sophisticated use of internal data—especially for personalization and content recommendations.

However, when it came to external-facing content-related decisions, Netflix faced significant limitations. F

The fragmented, intuition-heavy processes became inefficient as Netflix scaled. The organization needed a structured, scalable framework to interpret the external entertainment landscape, laying the groundwork for outstanding work of the nominated employee - Himanshu Singh.

b. Outline the nominated non-executive employee's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Himanshu Singh, an Engineering Manager at Netflix, provided exemplary leadership to build - ' Knowledge Graph' - a data product that has transformed how the company makes content and business decisions, from intuition-based to data-driven decisions.

Himanshu envisioned and delivered this product that connects massive amounts of entertainment data into a unified data product that can be queried in structured format. The product links information across titles, people, companies, and themes, forming a comprehensive view of the external entertainment world.

Himanshu initially architected the product as an individual engineer, designing and building core components of the system such as data ingestion pipelines and the underlying data model. In 2024, he took on the role of Engineering Manager, where he scaled the product, built a cross-functional team, and led it to drive adoption across content, marketing, and product organizations.

This innovation powers many models and dashboards used across Netflix. Himanshu's work has made decision-making faster, more consistent, and deeply grounded in data, replacing intuition with intelligence at enterprise scale.

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c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other employees or to other workers in your industry and/or to the nominee's past performance (up to 250 words). Required

Himanshu's product now powers dozens of decision-critical workflows across Netflix:

[REDACTED]

While many companies in the streaming space leverage internal viewing data to personalize content and optimize recommendations, very few have built robust systems to operationalize external data, such as public sentiment, talent signals, [REDACTED]

[REDACTED] Himanshu's work introduced a unified, intelligence layer built on large-scale ingestion and cross-source linking—unlocking structured insights from noisy, unstructured sources [REDACTED]

Compared to other players in the industry, this product stands out not just in technical scope but in organizational impact. [REDACTED]

Himanshu's contributions didn't just improve performance - it changed the paradigm of entertainment decision making.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Himanshu has presented the Netflix Knowledge Graph product in 'Knowledge Graph Conference' in New York City, 2025 (Web link 1).

Some public publishers have acknowledged the impact of the product (Web link 3)

Himanshu's direct reports have also talked about different components of the product. (Weblink 2 and 5)

A research paper (Weblink 4) shows how a team at Netflix uses the product.

Popular organizations like KGC have shared the information about the product. (Weblink 6)

[REDACTED]

Leadership and execution, showing how Himanshu Singh transitioned from designing core components to scaling the product and embedding it across multiple organizations within Netflix.

Together, these materials provide tangible evidence of the innovation's scope, complexity and business impact—and illustrate how a single platform has elevated decision-making across one of the largest entertainment companies in the world.

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Would you like to add an additional supporting document?

No

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