Mounir Gaiby

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SUMMARY

Software Engineer with 3+ years building scalable backend systems and modern frontend applications. Deep expertise in Ruby on Rails ecosystem with focus on performance optimization, security implementation, and enterprise-grade systems. Proven track record of delivering mission-critical applications in Agile environments with exceptional debugging and problem-solving capabilities.

TECHNICAL SKILLS

Languages: Ruby, Python, JavaScript, TypeScript, Java, C, Rust, Bash
Backend Frameworks: Rails 7/8, Sinatra, Express.js, Django, Flask, Springboot
Frontend: React, Next.js, Hotwire, React Native
Databases: PostgreSQL, MySQL, Aws S3, ClickHouse, Redis, MongoDB, Cassandra, Neo4j, Elasticsearch
DevOps & Infrastructure: Docker, Kubernetes, Kamal, Dokku, GitHub Actions CI/CD, Jenkins, Terraform
Data Engineering: Apache Airflow, Airbyte, dbt, ETL pipelines
Monitoring & Security: Grafana, Prometheus, Loki, Sentry, OAuth 2.0, API security, Multi-tenant architecture
Methodologies: Agile Scrum, Test-Driven Development, Performance optimization, Security-first development, Advanced debugging

PROFESSIONAL EXPERIENCE

Software Engineer — Jun 2023 – Present
Mib-Tech — *Casablanca, Morocco*

Humaneo.ma HRIS Platform *– Rails 7, Hotwire, PostgreSQL, Redis*

- Led development of comprehensive Time Management Suite handling 40,000+ daily clock events with real-time synchronization from Gatepulse integration, implementing advanced workflow rules, automated timesheet generation, advanced reporting and intuitive ui/ux experience
- Built Time Request system supporting multiple constraint-based types including time off, recovery requests, and exit permits with advanced PTO calculation algorithms using dynamic rules per organization, user, and service levels
- Improved multi-tenant architecture ensuring complete data separation and security between organizations with row-level security policies
- Built high-performance API with dynamic request routing, achieving 50ms average response time through Redis caching, SQL query optimization for analytics dashboards, and Sidekiq background job processing reducing page load by 70%
- Implemented real-time notification system using WebSockets and ActionCable, supporting instant updates for users
- Developed secure RAG chatbot with dynamic context fetching, tool calling and third party integrations
- Created advanced reporting features through Metabase integration and Highcharts for in-app analytics visualization
- Managed debugging, monitoring, and error tracking across production systems, resolving complex issues with systematic root cause analysis

Data Consolidation Pipeline *– Airbyte, dbt, ClickHouse*

- Architected ELT pipeline consolidating 20+ hospital databases into unified PostgreSQL warehouse, processing millions of records daily
- Optimized PostgreSQL performance through pgBouncer configuration and OS tuning, achieving 3x ingestion speed improvement
- Implemented dbt transformations syncing analytical models to ClickHouse for sub-second query performance

Gatepulse *– Hikvision Gateway for Access Control*

- Developed real-time gateway managing 50+ Hikvision terminals, processing events, user synchronization, and door access controls
- Engineered Python desktop application for universal badge reader supporting multiple encoding formats including big/little endian and various byte configurations
- Deployed with Dokku CI/CD pipeline, fully monitored using Grafana, Loki, Prometheus, Promtail stack with Sentry error tracking

TestSkills.app – *Rails, React, PostgreSQL*
- Assisted in multiple features for Rails-based testing platform including test generation, result analytics, and user management modules

Software Engineer Internship   Jan 2022 – May 2023
WebCK - Topela   *Remote*
- Developed features in a cross-platform React Native application integrated with Flask API, focusing on code quality and peer review processes
- Participated in sprint planning, daily standups, and retrospectives

OPEN SOURCE CONTRIBUTIONS & PROJECTS

Rails Template | *Rails 8, ViewComponent, Hotwire, Tailwind CSS*
- Engineered production-ready Rails 8 template with session-based authentication, RBAC with Pundit policies, i18n support, and automated CI/CD pipeline
- Architected enterprise-grade ViewComponent library with advanced data tables (multi-column sorting, dynamic filtering with operators, column prioritization, bulk actions, row selection), responsive layouts, modals, and theme system—enabling sub-hour feature delivery through composable, reusable components

ClientIQ | *React, TypeScript, Django, PostgreSQL*
- Developed multi-tenant B2B CRM with schema-based PostgreSQL isolation, custom domains, and Service-Oriented Architecture
- Implemented RBAC system, sales pipeline automation, email campaigns with tracking, lead scoring, and comprehensive analytics dashboards

Almaktabah Digital Library | *Ruby on Rails*
- Contributed SEO-optimized URL implementation using friendly_id gem for improved resource discoverability

EDUCATION

ISGA Casablanca   Casablanca, Morocco
Engineer's Degree in Big Data and Machine Learning   *Expected 2026*

LANGUAGES

Arabic (Native) | **English** (Fluent) | **French** (Professional Working Proficiency)