

# 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 HRIS/HIS 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, SQL, C, Rust, Bash  
**Backend Frameworks:** Rails 7 with Hotwire/Turbo, Rack middleware, Sidekiq, Active Job, Sinatra, Express.js, Flask  
**Rails Ecosystem:** Rack Attack, Bundle Audit, RSpec, Capybara, Factory Bot, Devise, Pundit, ViewComponent, I18n  
**Frontend:** React, Next.js, TypeScript, Hotwire, Stimulus, Tailwind CSS, React Native  
**Databases:** PostgreSQL with pgBouncer, MySQL, ClickHouse OLAP, 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, Data warehousing  
**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

*Mib-Tech*

Jun 2023 – Present

*Casablanca, Morocco*

#### **Humaneo 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 and automated timesheet generation
- 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 and tool/function calling, integrated with Google Cloud services for document processing
- 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 5 hospital databases into unified PostgreSQL warehouse, processing 2M+ 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*

- Created multiple features for Rails-based testing platform including test generation, result analytics, and user management modules

**Agile Software Developer Internship**

Jan 2022 – May 2023

*Topela*

*Remote*

- Delivered features in React and Express.js within Agile Scrum framework, participating in sprint planning, daily standups, and retrospectives
- Developed cross-platform React Native application integrated with Flask API, focusing on code quality and peer review processes
- Collaborated in remote-first environment using Git workflows, CI/CD pipelines, and asynchronous communication tools

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OPEN SOURCE CONTRIBUTIONS & PROJECTS

**Rails Template** | *Rails 8, ViewComponent, Hotwire, Tailwind CSS*

2024

- Engineered production-ready Rails 8 template with session-based authentication, RBAC with Pundit policies, and multi-language support (EN/FR/AR)
- Built comprehensive ViewComponent library featuring data tables with pagination, modals, dropdowns, theme toggling, and automated setup script

**ClientIQ** | *React, TypeScript, Django, PostgreSQL*

2024

- 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*

2023

- Contributed SEO-optimized URL implementation using friendly\_id gem for improved resource discoverability

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EDUCATION

**ISGA Casablanca**

Casablanca, Morocco

*Engineer's Degree in Big Data and Machine Learning*

*Expected 2026*

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LANGUAGES

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