

# Mounir Gaiby

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## SUMMARY

Software Engineer with **3+** years of experience building and deploying scalable backends and modern frontend systems. Expertise in **Ruby on Rails**, **React/Next.js**, **DevOps (Kubernetes, Kamal, CI/CD)**, and **Advanced ETL/Data Warehousing (Airflow, dbt, ClickHouse)**. Focus on performance, security (**HIPAA**), and developing mission-critical **HRIS/HIS** systems in **Agile** environments.

## TECHNICAL SKILLS

**Languages/Runtime:** Ruby, Python, JavaScript/TypeScript (ES6+), Node.js, PHP, C/C++, SQL, Bash  
**Backend/Frameworks:** Rails (Hotwire, Turbo), Next.js, React Native, Express.js, Flask, Sinatra, Laravel  
**Frontend/UI:** React, Next.js, TypeScript, Hotwire, Tailwind CSS, React Native  
**Databases/Storage:** PostgreSQL (pgBouncer, Optimization), MySQL, ClickHouse (OLAP), Redis, MongoDB, Cassandra, Neo4j, Elasticsearch  
**DevOps/CI/CD/Deployment:** Docker, Kubernetes (k8s), Kamal, Dokku, GitHub Actions, Jenkins, Docker Compose  
**ETL/Data Warehousing:** Airflow, Airbyte, dbt (data build tool), Bash Scripting, Python Scripting  
**Security/Tools:** Rack Attack, Grafana, Prometheus, Loki, Sentry, RSpec, Capybara, Jest, Git

## PROFESSIONAL EXPERIENCE

### Software Engineer

Jun 2023 – Present

*Mib-Tech*

*Casablanca, Morocco*

#### **Project: Humaneo (HRIS Platform)**

**Rails 7, Hotwire, RBAC, PostgreSQL**

- Engineered the **Humaneo HRIS** platform, implementing the complete **Time Management Suite (clocking, time requests)** and **Recruitment Management modules**.
- Developed **Performance Evaluation tools**, **Training Courses**, and **Survey** systems for employee development.
- Built a full **Notifications System** and an **Automated Email Service** with **Manual Templates** to support HR processes.
- Designed a **REST API** with **RBAC permissions** and **API logging**; utilized **Rack Attack** for security and **Redis caching** for performance.

#### **Project: HIS (Hospital Information System)**

**PHP, MySQL, HIPAA**

- Performed specialized **bug fixes** for Akdital's **Hospital Information System (HIS)** using **PHP**, ensuring service continuity.
- Maintained **HIPAA** compliance by verifying database operations and data security protocols for the system.

#### **Project: Data Engineering & Analytics Pipeline**

**Airbyte, dbt, ClickHouse**

- Architected an **ELT** pipeline using **Airbyte** to sync data from **MySQL HIS** dbs into a **PostgreSQL** data warehouse.
- Modeled and transformed raw data using **dbt** for reliable **BI reporting**, then synced analytical models to **ClickHouse (OLAP)** for high-speed querying.
- Configured **PostgreSQL** deployment on **VMs**, optimizing **pgBouncer** and **OS parameters** for high-volume data ingestion.

#### **Project: Gatepulse (Real-Time Infrastructure)**

**Node.js/Express, Dokku**

- Designed and launched **Gatepulse (Express.js/Node.js)**, a **real – time** service for managing Hikvision terminals (event processing, sync, monitoring).
- Automated deployment via **Dokku** on **IP – restricted VPS**, integrating **Grafana/Loki/Sentry** for full observability.

#### **Project: TestSkills.app (Deployment & Platform)**

**Rails, React, Kamal, CI/CD**

- Assisted in feature development for **TestSkills.app** (a testing platform) and implemented a robust **Kamal** deployment **CI/CD** pipeline via **GitHub Actions**.
- Achieved one-command, zero-downtime shipping for the full-stack application.

### Agile Software Developer Internship

Jan 2022 – May 2023

*WebCk*

*Remote*

#### **Project: Topela (Cross-Platform Mobile App)**

**React Native, Flask API**

- Developed a cross-platform mobile application using **React Native**, integrating with a **Flask API (Python)** to deliver core business logic to users.
- Contributed to key features and resolved critical bugs using **React** and **Express.js** in an **Agile Scrum** environment with a **Remote – First** mindset.
- Focused on implementing features and fixing bugs, contributing to **SDLC** phases including code reviews and remote collaboration ceremonies.

COMMUNITY & OPEN SOURCE

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<b>Co-Founder / Developer</b> <i>Elysium Arc Organization</i>	2024 – Present <i>Remote</i>
<ul style="list-style-type: none"><li>• Co-founded a development organization to drive collaborative, full-stack projects using modern tech stacks (e.g., <b>Rails</b>, <b>Next.js</b>, <b>Docker</b>).</li><li>• Focused on establishing best practices for infrastructure, code standardization, and robust <b>CI/CD</b> and deployment strategies.</li></ul>	
<b>Open Source Contributor (tasfya/almaktabah Rails App)</b> <i>GitHub</i>	2023 <i>Remote</i>
<ul style="list-style-type: none"><li>• Contributed to a community <b>Ruby on Rails</b> application (<b>Almaktabah</b>) used for digital library management.</li><li>• Implemented <b>friendly_id</b> (slugs) for user-friendly, <b>SEO – optimized URLs</b> for resources and categories.</li></ul>	

EDUCATION

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<b>ISGA Casablanca</b> <i>Engineer's Degree in Information Systems ≈ M.S. in Big Data &amp; AI</i>	Casablanca, Morocco <i>Expected 2026</i>
<b>Université Mohammed V - UM5R</b> <i>Bachelor's in Web and Mobile Development</i>	Rabat, Morocco <i>2023</i>

LANGUAGES

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