

# Mounir Gaiby

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## SUMMARY

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Software Engineer with **3+** years of experience building and deploying scalable backends and modern frontend systems. Proven expertise in **Ruby on Rails**, **React**, **DevOps** (**CI/CD**, **Docker**, **Kubernetes**, **monitoring**), and **ETL/Data Warehouse** pipelines. Shipped full-lifecycle systems in **HRIS** and **real – time infrastructure** with a strong focus on high-autonomy, performance optimization, and reliability.

## TECHNICAL SKILLS

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**Languages/Runtime:** Ruby, Python, JavaScript/TypeScript (ES6+), Node.js, PHP, C/C++, HTML/CSS, SQL, Bash

**Backend/Frameworks:** Rails (Hotwire, Turbo), Next.js, React Native, Express.js, Sinatra, FastAPI, Laravel, Flask

**Frontend/UI:** React, Next.js, TypeScript, Hotwire, Tailwind CSS, Redux, React Native

**Databases/Storage:** PostgreSQL (pgBouncer, Optimization), MySQL, ClickHouse (OLAP), Elasticsearch, Redis

**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

**Monitoring/Tools:** Grafana, Prometheus, Loki, Sentry, RSpec, Capybara, Jest, Git, Postman, Jira

## PROFESSIONAL EXPERIENCE

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### Software Engineer

Nov 2023 – Present

*Mib-Tech*

*Casablanca, Morocco*

- Engineered and shipped **Humaneo** (SAAS **HRIS**), a full-stack platform using **Rails 7**, **Hotwire/Turbo**, and **Tailwind**.
- Designed and implemented critical, **HIPAA**-compliant features: robust timesheet, clocking, and time request flows with strict validation and audit logs.
- Performance Optimization:** Resolved **N + 1 queries**, introduced **Redis caching**, and leveraged **PostgreSQL** extensions to increase core API response speeds by **40%**.
- Developed **TestSkills.app** (Rails/React testing platform) and implemented a **Kamal** deployment **CI/CD** pipeline via **GitHub Actions** for one-command, zero-downtime shipping.
- Designed and launched **Gatepulse** (**Express.js/Node.js**), a **real – time** service for managing Hikvision terminals, deployed and monitored via **Dokku**, **Grafana**, and **Loki**.
- ETL & Data Engineering:** Implemented and maintained an **ELT** pipeline using **Airbyte** to sync **MySQL** databases into a **PostgreSQL** data warehouse.
- Utilized **dbt** for data transformations and synced resulting analytical data models to **ClickHouse** (**OLAP**) for high-speed Business Intelligence (**BI**) reporting.
- Maintained code quality with **RSpec/Capybara** test automation and developed reusable **Bash/Python** scripts for managing the **PostgreSQL** and **ClickHouse** environments.

## COMMUNITY & OPEN SOURCE

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### Co-Founder / Developer

2024 – Present

*Elysium Arc Organization*

*Remote*

- Co-founded a development organization to drive collaborative, full-stack projects using modern tech stacks (e.g., **Rails**, **Next.js**, **Docker**).
- Focused on establishing best practices for infrastructure, code standardization, and robust **CI/CD** and deployment strategies.

### Open Source Contributor (tasfya/almaktabah Rails App)

2023

*GitHub*

*Remote*

- Contributed to a community **Ruby on Rails** application (**Almaktabah**) used for digital library management.
- Implemented **friendly\_id** (slugs) for user-friendly, **SEO – optimized URLs** for resources and categories, improving discoverability and user experience.

EDUCATION

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<b>ISGA Casablanca</b> <i>Engineer's Degree in Information Systems <math>\approx</math> 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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<b>Arabic</b> (Native)   <b>English</b> (Fluent)   <b>French</b> (Professional Working Proficiency)
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