

Stephen Andrew Staker

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PROFESSIONAL SUMMARY

Engineering Manager with 12+ years of experience building and scaling complex backend systems and cloud-based platforms in regulated environments. Proven record of designing high-availability, event-driven architectures, leading data integration initiatives, and modernizing legacy enterprise systems into API-first services. Strong technical background in backend platform design, large-scale system integration, and operational reliability. Experienced leader who combines hands-on architectural ownership with team and delivery management.

CAREER HIGHLIGHTS

- Built and scaled multiple backend engineering organizations supporting regulated, high-volume systems.
 - Led large-scale modernization efforts transitioning batch-based pipelines into real-time, event-driven architectures.
 - Owned backend platform integrations involving external partners, industry standards, and compliance requirements.
 - Trusted to operate at the intersection of data integrity, system reliability, and business-critical workflows.
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PROFESSIONAL EXPERIENCE

Paycom – Oklahoma City, OK

Manager of Software Development (Engineering Manager) | 2024 – Present

- Lead 30+ software engineers and 16 QA analysts across three regulated product domains: ACA compliance, Benefits Administration, and COBRA.
- Built and scaled three cross-functional backend teams in parallel, growing each from small early-stage groups into mature delivery organizations supporting millions of users.
- Own execution of a 20+ project engineering portfolio focused on backend services, data pipelines, system modernization, and operational stability.

- Serve as engineering owner for a strategic real-time insurance carrier integration platform, replacing legacy batch-based EDI file exchanges with standardized REST APIs.
- Oversee implementation of industry-standard LIMRA LDEx / BEM data models for consistent, compliant exchange of enrollment and coverage data.
- Architect and govern Kafka-based event-driven systems enabling near real-time data transmission and downstream processing.
- Provide architectural oversight for backend service design, API contracts, and data flow patterns across product lines.
- Own delivery risk and system reliability, balancing throughput, correctness, and observability.
- Build backend engineering capability through structured hiring, mentorship, and technical leadership.

Senior Technical Lead & Staff Software Engineer | 2018 – 2024

- Technical owner for mission-critical backend systems supporting authentication, compliance, financial workflows, and high-volume transactions.
- Designed and implemented backend services powering React-based frontends used by millions of users.
- Led modernization initiatives migrating monolithic applications into API-first service architectures.
- Built complex multi-tenant data workflows across employee, client, and administrative systems.
- Regularly operated in high-risk problem spaces involving data correctness, performance bottlenecks, and system reliability.

Founding Engineering Lead, Benefits Platform | 2015 – 2018

- Founded a new backend-focused product team and scaled it to 8 engineers.
- Re-architected enrollment and reporting systems into scalable, automated backend services.
- Designed batch processing pipelines and nightly jobs supporting regulatory data generation and compliance workflows.
- Established engineering and QA practices emphasizing correctness, traceability, and operational stability.

Software Engineer (Early Growth Team) | 2013 – 2015

- Developed backend systems supporting reporting, organizational data, and core application workflows.

- Identified as a high-potential engineer and placed on complex, high-impact technical projects.
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CORE SKILLS

Backend & Systems

- Backend Service Design
- Event-Driven Architectures (Kafka)
- API-First System Design
- Data Pipelines & Integrations
- System Reliability & Observability
- Legacy System Modernization

Leadership

- Engineering Team Scaling
- Technical Mentorship
- Cross-Functional Collaboration
- Delivery Risk & Platform Ownership

Technologies

- REST APIs
 - React (Advanced)
 - GraphQL (Experienced)
 - Doctrine ORM (Experienced)
 - JavaScript / TypeScript
 - PHP
 - Kafka / Event Systems
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EDUCATION

University of Central Oklahoma — B.S. Computer Science

Academic Performance Award (2014)

Research Assistant — Neural Network Mobility Analytics

EARLIER TECHNICAL ROLES

Redlands Community College — IT Support Technician | 2012 – 2013

Maintained enterprise systems using Active Directory and SCCM.

University of Central Oklahoma — Research Assistant / Cloud Application Developer | 2012 – 2013

Built cloud-based mobile web application using neural-network modeling.