Harman Sandhu

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EDUCATION

The University of Texas at Austin (Austin, TX)   **August 2021 – August 2024**

Bachelor of Science in Computer Science - **GPA: 3.5**

Relevant Coursework - Software Engineering, Modern Web Applications, Cloud Computing, Mobile Computing, Human / Computer Interaction, Operating Systems, Algorithms, Data Structures, Machine Learning I/II

EXPERIENCE

Paycom - *Software Developer* (Irving, TX)   **October 2024 – April 2025**

- Developed and Improved Paycom's Accruals Module for clients to manage their employees' accrual information; including New Development, Research, Bug Fixes, Code Reviews, Security Vulnerabilities (AppSec), and Data Fixes.
- Partnered with cross-functional teams – Product, Project, QA, AppSec, and Tech Support - to deliver well-architected solutions meeting project specifications and ensure their successful feature rollout.
- Leveraged GitLab CI/CD pipelines for containerized deployment and automated testing with Docker.
- Managed & tracked development tasks using Jira to ensure their timely completion and to improve team visibility.
- Utilized .NET Core, C#, React.js, TypeScript, PHP, and MySQL to build scalable and high-performance solutions.

Paycom - *Software Development Intern* (Irving, TX)   **May 2024 – August 2024**

- Worked with a 10-member team to create a comprehensive Drip Campaign Tool for Paycom and its clients, automating communication to 300,000+ previous candidates using Paycom's Applicant Tracking System (ATS).
- Developed and integrated tracking links and pixel trackers, collecting data on email opens and link clicks, resulting in actionable insights that helped recruiters optimize future campaigns and increase candidate engagement by 15-20%.
- Collaborated closely with the Paycom Alumni Portal team to enable seamless campaign creation and sending to alumni registered in their database, marking the first successful integration between intern projects at Paycom.
- Led clean code discussions practices by leading discussions on "Clean Code" by Robert Cecil Martin.

Paycom - *Campus Ambassador* (Austin, TX)   **August 2023 – May 2024**

- Raised awareness of Paycom's Intern & New Grad Programs at UT Austin, reaching 2,000+ UTCS students.

Paycom - *Software Development Intern* (Grapevine, TX)   **May 2023 – August 2023**

- Worked with a 4-member team to develop a multi-threaded querying tool, enabling 6,000 non-technical Paycom employees to retrieve client data from over 200 database shards without developer assistance.
- Designed a query history system, letting users view metadata and run previous queries reducing query setup time by 40%.
- Engineered a dynamic results table that handled large datasets by pagination reducing load times by 85%.
- Won Paycom's annual Code-A-Thon competition against 12 competing teams.

TECHNICAL SKILLS

Languages: C#, C, Kotlin, JavaScript, TypeScript, Python, Java, PHP, HTML, CSS, MySQL, SQL Server
Frameworks/Libraries: Angular, React.js, VueJS, ASP.NET Core, Spring Boot Framework, Express.js, Node.js, Flask, scikit-learn
Cloud: AWS EC2, Google Cloud Run, MongoDB, Google Cloud Storage, AWS S3, AWS RDS, AWS DynamoDB
DevOps/Tools: Docker, Jenkins, GitLab Pipelines, HTTP, REST APIs, Figma, Git, Gitlab, GitHub, Bitbucket, Jira, Confluence

PROJECTS

Real-time Network QoS Model: A machine learning model that classifies live router traffic to dynamically boost bandwidth for high-priority activities like gaming and downloads, using Wireshark for packet capture and scikit-learn for training.
Pokémon Sleep Companion App: An android app that lets you easily create and organize your teams for the Pokémon Sleep mobile game using Kotlin, Express.js, and MongoDB.
Weather Forecast Website: A full-stack web app to show the weather forecast using DynamoDB, Flask, and React. Practiced CI/CD using Jenkins running on Kubernetes clusters and deployed onto EC2.
Standalone Reddit App: An android app that shows you reddit posts from your favorite subreddits using Kotlin.
Priority Task Tracker: Developed a Priority Task Tracker application, using Angular & Vue.js and ASP.NET Core (C#). Leveraged RxJS Observer for HTTP requests and LINQ with Entity Framework for efficient data management with SQL Server database.
PINTOS: Implemented thread scheduler, user process handling, virtual memory system, and file system to create a functional operating system using C.