

Austin Hess

Software Engineer

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PROFESSIONAL EXPERIENCE

PAYCOM SOFTWARE, INC.

Oklahoma City, OK

Team Leader of Software Development

OCTOBER 2023 - Present

- Led a team of 9 software engineers in the design, development, and delivery of large-scale production systems supporting core business workflows.
- Owned system architecture and technical direction, making design decisions to improve scalability, maintainability, and performance.
- Planned and prioritized engineering work in partnership with stakeholders, consistently delivering projects on time and aligned with business goals.
- Conducted in-depth code reviews, established best practices, and mentored engineers to improve code quality and long-term system health.

PAYCOM SOFTWARE, INC.

Oklahoma City, OK

Senior Software Developer

JULY 2021 - October 2023

- Architected and implemented a redesign of the LMS enrollment system, introducing automated and rule-based workflows to improve scalability and reduce manual administrative effort.
- Designed and built an internal learning content marketplace, streamlining content discovery and purchasing within the Paycom platform.
- Developed and maintained high-traffic production software used by thousands of users daily.
- Improved application performance, design, and code quality by refactoring legacy components and implementing best practices.
- Collaborated closely with cross-functional teams to deliver reliable, scalable features in a complex enterprise codebase.

TECHNICAL SKILLS

LANGUAGES: TYPESCRIPT, JAVASCRIPT, GO, C#, PHP, SQL

FRAMEWORKS: REACT, NESTJS, .NET, MEZZIO

DATABASES: POSTGRESQL, MYSQL

TOOLS: GIT, DOCKER, KUBERNETES

EDUCATION

KANSAS STATE UNIVERSITY

Manhattan, KS

BACHELOR OF SCIENCE IN COMPUTER SCIENCE - GPA: 3.5