

# Charly Gibbons

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## Employment History

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### **Software Engineer II – The Home Depot**

*October 2025 – Present*

- Independently develop, test, deploy, and maintain scalable software solutions, consistently refactoring products to meet evolving customer and associate needs.
- Collaborate with cross-functional teams in agile environments to deliver high-quality production applications and drive process improvements.
- Mentor and guide junior engineers, fostering technical and leadership growth within the team.
- Participate in product and tool selection, configuration, security, resilience, performance tuning, and production monitoring.
- Design, develop, and maintain test automation frameworks for web and backend systems using tools like Selenium and Playwright.
- Build and own front-end (UI) automation, validating functionality, cross-browser compatibility, and user experience.
- Develop API and service-level automated tests using Postman, REST Assured, and similar frameworks.
- Integrate automated test execution into CI/CD pipelines and leverage modern software design patterns.
- Ensure software quality through unit, functional, destructive, and performance testing, and strong debugging/root cause analysis.
- Partner closely with software engineers and product teams to drive testability, quality standards, and early defect prevention.
- Track and report quality metrics using Jira, TestRail, Zephyr, or similar test management tools.
- Demonstrate proficiency in front-end technologies (HTML, CSS, JavaScript/TypeScript), object-oriented programming (Java), and database/cloud computing techniques.
- Apply security frameworks for user and service authorization/authentication and maintain version control with Git.
- Actively seek opportunities for professional growth and adapt to shifting demands in fast-paced environments.

## **Software Engineer – The Home Depot**

*February 2019 – September 2025*

- Designed, developed, and maintained scalable web applications using technologies such as React, Vue.js, JavaScript, and Node.js.
- Worked collaboratively with cross-functional teams to deliver optimized software solutions.
- Established automated testing standards to ensure application reliability
- Led code reviews and mentored junior developers, fostering a culture of quality and continuous improvement.
- Applied Agile methodologies to manage project timelines and consistently delivering high-quality software.
- Debugged and resolved complex software issues, ensuring system stability and reliability.
- Participated in the entire software development lifecycle, from requirements gathering to deployment and maintenance.
- Kept abreast of industry trends and best practices to improve software development processes.

## **Orange Method Apprenticeship – The Home Depot**

*October 2018 – February 2019*

- Completed an intensive 12-week coding bootcamp, strengthening foundational and advanced skills in JavaScript and Spring Boot.
- Developed interactive web applications in a collaborative, agile environment, gaining hands-on experience with modern development practices.
- Worked closely with peers on a capstone project, presenting end-to-end development solutions to company leadership and demonstrating strong teamwork and communication skills.
- Built proficiency in JavaScript, Java, React, Spring Boot, and agile methodologies, preparing for real-world software engineering challenges.

## **Associate Support Department Supervisor – The Home Depot**

*July 2012 – September 2018*

- Supported both associates and store leadership, fostering collaboration and a positive work environment.
- Developed and optimized store associates' schedules, improving staffing efficiency and reducing scheduling conflicts.
- Led hourly staffing, orientation, and training processes, resulting in faster onboarding and enhanced associate performance.
- Managed timely completion of hourly performance reviews and assisted the Store Manager in succession planning, contributing to improved talent retention.
- Promoted store recognition programs and spearheaded associate development initiatives, increasing employee engagement.

- Oversaw the training room, break room, and communication boards to maintain a productive and communicative workplace.
- Ensured strict confidentiality and accurate handling of hourly HR records sent to the Corporate Office, maintaining compliance with company policies.

### **Operations Assistant Store Manager – The Home Depot**

*November 2010 – July 2012*

- Supported both associates and store leadership, fostering collaboration and a positive work environment.
- Developed and optimized store associates' schedules, improving staffing efficiency and reducing scheduling conflicts.
- Led hourly staffing, orientation, and training processes, resulting in faster onboarding and enhanced associate performance.
- Managed timely completion of hourly performance reviews and assisted the Store Manager in succession planning, contributing to improved talent retention.
- Promoted store recognition programs and spearheaded associate development initiatives, increasing employee engagement.
- Oversaw the training room, break room, and communication boards to maintain a productive and communicative workplace.
- Ensured strict confidentiality and accurate handling of hourly HR records sent to the Corporate Office, maintaining compliance with company policies.

### **Human Resources Manager – The Home Depot**

*March 2008 – March 2009*

- Fostered collaboration and a positive work environment among associates and leadership.
- Improved staffing efficiency and reduced scheduling conflicts through optimized scheduling.
- Accelerated onboarding and enhanced performance by leading staffing, orientation, and training.
- Increased talent retention by managing performance reviews and supporting succession planning.
- Boosted employee engagement by promoting recognition programs and development initiatives.
- Maintained a productive workplace by overseeing training and communication spaces.
- Ensured compliance by handling HR records with strict confidentiality.

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## Education

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**Arizona State University**

*B.S. Technological Entrepreneurship and Management*

2013 – December 2018

- Recognized on the Dean's List for maintaining a 3.8 GPA and demonstrating high academic achievement.
- Completed a study abroad program in Israel, gaining hands-on experience with startup companies and entrepreneurial initiatives.

**University of Nevada Las Vegas**

*Communications – Transfer*

1998 – 2009

**Solano County Community College**

*Communications – Transfer*

1991 – 1992

**Fairfield High School**

*High School Diploma*

1986 – 1990