

Daniel Baez

Senior Software Engineer | Google Cloud Certified

San Francisco, California, United States

LinkedIn: [Resume \(full\)](#) | Personal Website: [Personal Website](#)

Professional Summary

I am a Chilean software engineer who learned to code early in life and have spent the past 16 years cultivating a career defined by curiosity and impact. My experience spans a diverse range of technical challenges—from developing web, mobile and cloud-native solutions, to social and financial networks, while building scalable software platforms and designing complex IoT architectures. As a generalist, I excel in adapting to evolving tech landscapes, I'm equipped to manage Unix-based systems with ease. My deep exposure to cloud elastic infrastructures has equipped me to optimize product reliability and operational excellence across the stack.

Throughout my career, I've thrived in environments that hustle for success and embrace rapid iteration driven by data. I've held roles from individual contributor to technical leader, all driven by a commitment to crafting software that meets real-world needs and withstands the test of scale and complex business demands. To me, software engineering is both a craft and a mission that I live with passion.

Professional Experience

Senior Software Engineer, Motive (formerly Keeptruckin) — San Francisco

October 2019 - Present

Motive has taught me more than any other company. From the start, I believed in our mission. As a Chilean and avid reader of my country's recent history, I quickly recognized the critical role of goods and services distribution in upholding the social contract.

I joined when our team was small—about 40 engineers working closely with the CTO in downtown San Francisco. Those early days were very inspiring.

Starting as an individual contributor, I implemented essential updates to our core systems. My first project was creating a cache layer to relieve our primary database, a solution that's still operational after five years, handling tens of thousands of requests per second during peak periods.

Later, I focused on key backend improvements to maintain performance and reliability, such as implementing connection pooling for I/O resources like Redis and establishing a feature flagging practice for safe, low-impact feature releases—a practice that soon became standard across the company.

As we expanded, our monolithic “platform” team split into specialized teams. I transitioned to the IoT Platform team, which is crucial as we are primarily an IoT company.

In this role, I quickly adapted to IoT technologies and am now responsible for several key services, including the configuration platform, which ensures accurate device setups. I enhanced this platform to support client-facing features, such as customizing device configurations for different fleets—a feature we call Event Customization. Additional user applications are also supported on this platform.

I have also been a key player in upgrading our data ingestion infrastructure, maintaining our remote file ingestion pipeline, which processes millions of files weekly and serves as one of our primary data ingestion channels, powering many client-facing features.

Senior Software Engineer, Fitbit (now part of Google) — San Francisco Bay Area

January 2018 - September 2019

My time at Fitbit offered invaluable experience with global-scale architectures—the largest platform I’ve worked on so far. I gained hands-on exposure to industry-standard practices for Kafka and large-scale deployments over distributed systems like Mesos, a precursor to Kubernetes.

Together with the team, I was responsible for managing and optimizing critical services during high-demand periods, including Thanksgiving and Christmas, ensuring stability and scalability under heavy traffic.

We also developed a tool called SIMPL—a web interface that streamlined microservice development with guided, wizard-like workflows. SIMPL accelerated development across the company and improved maintainability by serving as a central source of truth for software artifact ownership.

Senior Software Engineer, The Meet Group — San Francisco Bay Area

October 2016 - December 2017

Working at The Meet Group was a fast-paced, high-impact experience where I honed my skills in system integration and technical leadership. I joined just as the company had completed a major acquisition (SKOUT was acquired by TMG), which brought unique challenges in unifying and overhauling systems to meet higher performance and scalability requirements.

I played a key role in this integration effort, working on critical updates to ensure seamless functionality across platforms and services. This experience gave me a solid foundation in system migrations and the intricacies of aligning distinct tech stacks under one cohesive architecture.

Beyond technical contributions, I also took on responsibilities in recruitment and mentorship. I helped shape a team culture that valued innovation and technical excellence, actively recruiting new talent and providing guidance to junior engineers.

My time at The Meet Group taught me the importance of adaptability and collaboration, especially in a rapidly evolving environment. This role solidified my ability to lead complex projects and strengthened my commitment to delivering impactful, high-quality software solutions.

Backend Software Engineer, SKOUT — Santiago, Chile / San Francisco Bay Area

October 2014 - October 2016

SKOUT marked a transition in my career where I moved from Chile to San Francisco, embracing the opportunity to work closely with a team on core backend development. One of my notable achievements was leading an overhaul of the messaging system, introducing a "chat request" feature that enhanced user experience by filtering unwanted communications. I also fortified our security architecture by re-engineering login and signup protocols, these updates made possible to incorporate AI-driven verifications and CAPTCHA to bolster user safety. These projects not only showcased my technical acumen but also underscored my commitment to creating scalable and user-focused software solutions.

Independent Consultant, (Several companies) — Santiago, Chile

October 2013 - August 2014

My time as an independent software developer was marked by versatility and rapid adaptation to various client needs, I learned a lot, and it provided a unique opportunity to lead projects from start to finish. During this period, I spearheaded the development of **Variacode.com**, employing Java, Groovy, Grails, and Git to build software automation tools that enhanced client productivity. For **Moblox.io**, I crafted scalable backend solutions using Node.js and connected them seamlessly with front-end Android applications, leveraging Redis for performance optimization and MongoDB for robust data storage.

For another client, **Moviit.com**, I developed a comprehensive sales force solution that integrated Node.js, Android, and MongoDB, resulting in improved resource allocation and operational efficiency. Additionally, at **Bithaus**, I focused on secure, reliable backends using PHP and PostgreSQL to enhance database interactions. I also delivered tailored web applications for **Redandblue.cl**, utilizing PHP and MySQL, and created business-specific mobile solutions for **Gestión Wireless** on BlackBerry platforms. This chapter of my career enriched my problem-solving capabilities and solidified my expertise in managing full project life cycles with precision and client satisfaction at the forefront.

Senior Software Engineer, Clear2Play — Santiago, Chile

October 2012 - October 2013

During my tenure at Clear2Pay, I expanded my expertise in financial technology by extending J2EE-based payment solutions tailoring them for major Chilean banks like Banco Estado and Banco de Chile. This position was a proving ground for my ability to engineer bespoke system enhancements that adhered to stringent regulatory standards. I worked closely with client teams to ensure seamless integration, balancing performance with compliance. This period deepened my understanding of how well-architected J2EE infrastructures could drive reliability and trust in financial industries—a lesson I carried forward to larger-scale system projects.

Software Engineer, Adexus — Santiago, Chile

May 2011 - October 2012

At Adexus, I navigated the dual challenges of developing impactful software for government clients and ensuring regulatory alignment. Participating in the design and development of a comprehensive J2EE/web application for the public investment evaluation system, I enhanced decision-making processes by streamlining data flows and user interfaces. Additionally, I engineered robust batch processing solutions in C for Chile's public health system, enabling the effective management of large data sets with improved reporting accuracy. This role solidified my skills in client collaboration and customized software solutions, setting the stage for my future work in complex environments that demanded adaptability and precision.

Software Engineer, Santiago Stock Exchange — Santiago, Chile

May 2010 - May 2011

My role at the Santiago Stock Exchange was pivotal in my early career, where I developed Java Swing applications that brokers relied on for real-time trading and market insights. I was part of a high-stakes team tasked with modernizing the exchange's capabilities by implementing the FIX protocol, which enabled connectivity with Colombian and Peruvian markets. This hands-on experience honed my ability to design software under pressure, ensuring that critical systems met the rigorous demands of the financial sector.

Technical Skills

- **Languages:** Java, JavaScript, Ruby, Go, C, PHP, Clojure
- **Technologies:** IoT, GCP, AWS, Cloud-oriented architectures
- **Tools:** Kubernetes, Kafka, Redis, Memcached, MQTT, MongoDB, RDBMS, FIX

Education

B.S. in Computer Engineering, Information Technology

Universidad Tecnológica De Chile, 2005 - 2010

Certifications

- Google Cloud Certified Professional Cloud Architect
- Google Cloud Certified Professional Cloud DevOps Engineer
- Google Cloud Certified Professional Cloud Developer

Languages

English (Native or Bilingual)

Spanish (Native or Bilingual)

French (Limited working proficiency)

German (Elementary/limited proficiency)