JUAN HECTOR PUGA

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FULL-STACK SOFTWARE ENGINEER

Versatile Full Stack Software Engineer with a strong record of building scalable, AI-integrated web applications across the recruitment and finance sectors. Skilled in both front-end and back-end design and development using modern frameworks. Proven success designing intelligent, client-facing solutions that drive user engagement, operational efficiency, and business impact. Adept at collaborating cross-functionally with product, UX, and QA teams to deliver high-performance applications and mentor junior developers.

TECHNICAL SKILLS

- **Core:** Java | Python | C# | MYSQL | Kotlin
- **Frameworks**: React | Angular | GraphQL | ASP.NET MVC | Springboot MVC
- **Web:** Typescript | JavaScript | HTML | CSS | SCSS | Redux | Webpack
- **Quality**: Jest | Junit | Cypress | Storybook | xUnit | Jasmine
- **CICD**: AWS | Docker | GitHub Actions | GitLab | Bitbucket
- **Mobile**: React Native | Swift | Flutter | Flutterflow
- **AI:** CoPilot | ChatGPT

PROFESSIONAL EXPERIENCE

Brrrr Simply, Pittsburgh, PA (Remote)   **August 2025 - Present**
Senior Software Engineer, August 2025 - Present
- **Implemented and led backlog refinement meetings and retrospectives** that reduced blockers by 30% and improved cross-timezone collaboration, ensuring clearer requirements and smoother delivery.
- **Designed and launched a mortgage calculator** used by thousands of users, increasing app engagement and providing key functionality for real estate investors and homebuyers.
- **Decreased app render times by 20%** by implementing parallel requests for ATOM and Google Location APIs, cutting data fetch times and enhancing the overall user experience.

Indeed, Austin, TX (Remote)   **August 2021 - July 2025**
Software Engineer II, Full Stack, June 2023 - July 2025
Software Engineer I, Full Stack, March 2023 - June 2023
Research Engineer I, Full Stack, August 2021 - March 2023
- **Designed and built the GraphQL API** powering an intelligent resume enhancement tool that inferred relevant skills and certifications from jobseekers' Indeed profiles, resulting in a **10% increase in resumes eligible for employer search** within the first 3 months of release.
- **Improved Suggestion Service API performance and scalability** by implementing parallel request handling and designing batch endpoints, enabling the generation of multiple jobseeker suggestions per request and significantly reducing database latency, cutting response times for 100 jobseeker suggestions by over 1 second.
- **Architected and developed a GraphQL API** for seamless communication with AI-powered agents, enabling automatic generation of personalized resume sections from structured user profile data and helping jobseekers **increase employer search visibility and shorten time-to-hire**.

- **Led a cross-functional initiative** to design and implement a quality scoring system for monthly jobseeker data batches, providing transparency into third-party vendor reliability. This project directly informed contract decisions and **reduced intake costs by 20%, with minimal impact on data quality**.
- **Owned end-to-end monitoring and optimization** of research web crawlers that generated high-quality sales leads from public job boards, empowering the sales team to prioritize outreach more effectively and contributing to **$10M+ in revenue** over the tool's lifespan.
- **Mentored professionals transitioning from non-technical roles into software engineering** through structured workshops, one-on-one guidance, and code reviews, building confidence, strengthening technical foundations, and **accelerating their readiness for full-time engineering positions**.
- **Translated complex Figma designs into production-ready UIs**, delivering pixel-perfect, responsive interfaces while ensuring compliance with **WCAG accessibility standards** and industry-leading UX practices.

Charles Schwab, Austin, TX (Hybrid) **June 2018 - September 2021**
Software Developer III, Full Stack, August 2019 - September 2021
Software Developer II, Full Stack, June 2018 - August 2019
- **Provided technical mentorship** to 10+ junior developers per cohort in Schwab's employment readiness program through workshops, pairing sessions, and code reviews, accelerating onboarding and **reducing time-to-effectiveness to just 1 week** in their first engineering roles.
- **Collaborated with product managers and frontend teams** to design and implement a centralized backend service for delivering shared profile information across Schwab.com, improving data consistency, eliminating redundant implementations, and **reducing page latency by over 1 second**.
- **Led the development and rollout of a new alert delivery system** for Schwab.com that enabled codeless configuration of business-critical homepage notifications, **reducing operational overhead and minimizing company risk during high-impact events**.
- **Extended the alert delivery system** to support multiple Schwab.com pages and additional message types, enabling consistent display of critical alerts, warnings, and informational notifications across the platform.
- **Partnered with product managers, UX designers, and QA engineers** to deliver refreshed components for the Schwab.com Personal Value homepage, modernizing both the framework and visual design to enhance usability, maintainability, and performance.
- **Ensured cross-browser and cross-device compatibility** for all Personal Value Angular components, delivering consistent functionality on Internet Explorer, Chrome, Safari, and across phones, tablets, and desktops.
- **Maintained WCAG accessibility compliance** for all Personal Value Angular components by testing with JAWS screen readers and collaborating with business and QA teams to meet evolving accessibility standards.

EDUCATION

Bachelor of Engineering (B.E.) in Computer Science, May 2018
Texas A&M University, College Station, TX