HENOC DIAZ

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WHO AM I?

I'm a software engineer, manager, mentor, and dog-father .

Love to craft software products that impact people's life - from the problem definition to the solution's implementation.

My developer journey began customizing MySpace pages then turned into designing engineering organizations and managing super-talented software engineers and now I'm back to the building side $Individual Contributor$

I'm highly motivated by impactful projects and products that fundamentally change how things are done $new or low market products$, rather than just providing a better UX.

Interested in software development, computer science, psychology, and mentoring topics. I'm terribly bad at traditional in-person or online education so I'm mostly empirical self-taught .

I truly believe that transparency, honesty, *respect*, and constant-clear communication between teams and their members, lead to successful organizations.

LANGUAGES

Spanish - native
English - proficient
Italian - learning

EXPERIENCE

Apr 2023 – Present
Mexico (Remote)

Senior Software Engineer
Apli (apli.jobs)

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Software Design & Architecture / Reliability & Performance / Python / AWS / Elastic
Search / SQL (Postgres) / MongoDB / Microservices
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Oct 2018 – Apr 2023
Mexico (Remote)

CTO
Apli (apli.jobs)

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People Management / Product Management / Project Management / Product Design /
Engineering Management / Leadership / Software Design & Architecture / Python / Go /
SQL (Postgres) / MongoDB / Microservices
```

Jan – Oct 2018
Mexico City

Tech Lead
Apli (apli.jobs)

Led a five-developers team. Responsible for breaking down software projects, previously scoped by the CTO, and their prioritization and assignment to the engineers; conducted daily SCRUM-like status updates.
Actively participated in weekly catch-ups with C-level management (CEO, CSO, CTO, COO) regarding the engineering team's progress.
Fully responsible for AWS Infrastructure while the CTO was on vacation or unavailable.
```
Management / Python / Javascript (React & Node) / AWS / Elastic Search / SQL (Postgres)
/ MongoDB / Microservices
```

Nov 2017 – Jan 2018 Mexico City	**Senior Software Engineer** **Apli (apli.jobs)** Responsible for designing software solutions for internal operations teams along with intense bug hunty nights and some fuck ups `Management / Python / Javascript (React & Node) / AWS / Elastic Search / SQL (Postgres) / MongoDB / Microservices`
May – Nov 2017 Mexico City	**Front-end Developer** **Inventive (inventivehack.com)** Led frontend projects for customers like Boletia, Punkpost, and Custodian. Responsible for quality and good practices, along with tasks definition. Collaborated with customers' engineering teams on defining and breaking down features. `ReactJS / AWS (S3)`
Jun 2016 – **Apr 2017** Mexico City	**Full-stack Developer** **Sable (sable.mx)** Provided guidance on software development to exceptional UI and UX designers as they implemented software solutions using Ruby on Rails, JavaScript, and CSS. Learned a lot regarding UI/UX topics and taught good software practices. Also, participated as a freelancer software developer for some of Sable's clients. The main client was Gestionix (acquired by Konfio, 2020), for whom I was responsible for the engineering team in charge of designing, and implementing Gestionix's Accountants platform; participated in customer meetings for prioritization and specs gathering as well. `Python / Ruby / React / Digital Ocean`
Sept 2015 – **Apr 2017** Mexico City	**Software Developer** **Asistia (asistia.mx)** First developer of the team, responsible for designing and implementing Asistia's web platform bare bones. Responsible for designing and implementing a React Native application for Android devices. Collaborated in SCRUM-like biweekly sprints, helping to delimit, prioritize, and estimate tasks complexity. Briefly led a two-developers team. Rejected an offer to become the CTO but stayed at the company to learn from the hired CTO. `Python (Django + Celery) / React Native / Digital Ocean`
Jan – Dec 2015 Mexico City	**Course instructor & Software developer** **Dev.F (devf.la)** A key member of the committee in charge of the development and design of DevF's education program for 2015 – including all levels, from basic to advanced software development. Mentored 6 student batches (+50 students total) – teaching topics ranging from basic to advanced software development. Responsible for designing, coding, and deploying DevF's very first payment system which continued to be used for around two years after I left. `Python / Public speaking`
Jan – Aug 2015 Mexico City	**Software Developer** **Angel Ventures Mexico (angelventures.vc)** Worked on Meridia's (Angel Ventures funded) internal system with previously delimited and defined features. Implemented WordPress-based landing pages for Meridia's subsidiaries. `Ruby / Wordpress / Node.js`

EDUCATION

2011 – 2016	**BS - Computer systems engineering (drop-out)** **IPN - Escuela Superior de Cómputo** Completed 70-80% of credits.

OTHER

2015 – 2016

Co-Founder, Co-organizer & speaker
Chilango Django

Co-founded the largest meetup for Python and Django developers in Mexico City with over 1,500 members. Including talks, courses and monthly meetups. Talks: Celery, Mocking w Python, Introduction to Python & Django
`Public speaking / Community management`

2012
Online

Teacher
Codigo Facilito (codigofacilito.com)

Recorded Python 2.7 and Javascript + jQuery video-courses. Both with thousands of students across Latin America.
`Video edition`