Jose **Ibarra**

STAFF SOFTWARE ENGINEER

Denver, CO

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Qualifications

- Over ten years of software engineering experience at General Motors, Gusto, and Bonusly.
- Developed Ruby on Rails applications for Bonusly's recognition and rewards applications.
- Developed Ruby on Rails services and systems to support Gusto's core payroll products.
- 7 years of Ruby experience; 8 years of Java experience; 5 years of Javascript experience.

Work Experience

Bonusly
Denver, CO

STAFF SOFTWARE ENGINEER
Apr. 2024 - Present

- Reworked the rewards system to enable physical rewards in the Bonusly rewards catalog. Introduction of physical rewards was estimated to double Bonusly rewards revenue.
- Tech lead of a team that introduced group giving to recognition that resulted in 40% of customers adopting the feature with sustained usage.
- Tech lead of a team to fill product gaps to enable launch of a new subscription tier (Achieve) to sell to customers and unlock a new, expanded customer base.
- Introduced developer exerience improvements to the codebase: standardized Rubocop configurations, added an automated dependecy upgrade process, shared extensive examples of best practices, and implemented small quality improvements across the codebase.
- Mentored engineers to help grow their careers. Guided engineers through their first experience as tech lead and continued to support them in their journey as a lead. Accelerated engineers' output by guiding them to improve their workflow. Taught engineers principles like prioritizing simple design.

Gusto
Denver, CO

STAFF SOFTWARE ENGINEER
Jan. 2022 - Apr. 2024

- Tech lead of a project exploring approaches to extract a major payroll service from the existing monolith to enable a new revenue stream.
- Designed and developed an API to allow external teams to more easily build new payroll flows. Unblocked multiple teams to build a new mobile app flow, a new spreadsheet flow, and modernization of the existing payroll flow.
- Drafted and socialized a tech strategy to guide the Payroll Services org through technical changes in fiscal year 2024.
- Mentor for engineers across the organization, from junior to senior levels. Helped folks grow their careers, spread knowledge about our complex system, and discussed solutions to system changes.

Gusto
Denver, CO

SENIOR SOFTWARE ENGINEER
Nov. 2018 - Dec. 2021

- Tech lead of a team that introduced improvements to the run payroll frontend including displaying payroll input totals, revamping payroll error display, and revamping the display of payroll calendars. Drove down preventable errors in the run payroll flow by 99%, removed unactionable errors for 4.4% customers, and increased user throughput through the critical flow.
- Led an effort to improve our on-call workload through process and coding improvements for a group of 30 engineers.
- Tech lead on a project to refactor the federal and state 1099 system to support filing new 1099-NEC specification for 300,000+ filings for the 2020 tax year.
- Built out system to provide over $1 billion of COVID tax credits to over 10% of employers for relief due to COVID
- Tech lead to reduce production console access for team by establishing processes and building new operational tools. Reduced all console access by 87% and write-enabled console access by 83% for the team.
- Delivered over a hundred interviews while Gusto was scaling up the engineering team. Served on the hiring excellence committee to improve interviewing standards, developing new interview questions and rubrics to consistently evaluate candidates.

Education

Arizona State University   *Tempe, AZ*

M.C.S. in Computer Science   *Jan. 2015 – Aug. 2018*

- GPA: 3.70

Arizona State University   *Tempe, AZ*

B.S. Honors Diploma in Computer Science   *Aug. 2010 – May 2014*

- GPA: 3.78, CS GPA: 4.0, Magna Cum Laude
- Honors Thesis: Visual Analytic Tools for Geo-Genealogy and Geo-Demographics