Joe Cabezas Campos

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Work Experience

Gusto San Francisco, CA

Senior Software Engineer *Sep 2023 – Present*

- Developed the tax exemption creation system, enabling customers to set their tax exemptions, eliminating the need to call for a Gusto representative to manually create the exemption for them, driving down operation costs
- Technologies used: Ruby on Rails, Typescript, Node.js, ReactJS, Sidekiq, Docker, GraphQL, Redis

Checkr San Francisco, CA

Senior Software Engineer, Software Engineer *Aug 2018 – Sep 2023*

- Developed **Checkr Assess**, an award-winning automated decision-making product that lowered customer adjudication costs by 90%, reduced adjudication times by 70%, and unblocked 1.5+ million candidates in 2020 alone, development initiated as a side project, and within a year, the project emerged as the flagship product of the company, leading to the establishment of a dedicated team
- Onboarded and mentored 4 new engineers to join the Assess team
- Created the underlying engine after recommending a change of the current engine, the implementation resulted in a 600% improvement in processing times
- Designed and developed a domain-specific language (DSL) named *JsonLisp*, which enables customers to formulate rules using modern programing language features and is JSON compatible, which empowered Checkr Assess customers to create highly intricate rules
- In recognition for the improvements of the engine and the language proposed I got promoted in 2021
- Technologies used: Ruby on Rails, Typescript, Node.js, ReactJS, Kafka, Sidekiq, Kubernetes, Helm, AWS EKS, Docker, PostgreSQL, MySQL, MongoDB, Redis, Amazon RDS

Amazon Seattle, WA

Software Development Engineer *Mar 2015 – Aug 2018*

- Developed **Amazon Experts**, I used technologies like AWS, DynamoDB, Redshift, Ruby on Rails, Jquery, Haml, I developed highly scalable services, and fully testable code using RSpec and Webmock, launched at the end of 2015
- Developed **Amazon Spark** by using technologies like AWS, DynamoDB, Redshift, Spring (Java), developed highly scalable services, and fully testable code using JUnit, Mockito, Easymock and Hamcrest, I worked on the workflows systems handling async user interactions, I owned the metrics and analytics pipeline and worked with PM's to measure business impact, Spark was launched on 2018
- Created a framework for continuous deployment for AWS Lambdas for different deployment stages

Atakama Labs (Studio of DeNA Japan) Santiago, Chile

Software Development Engineer *Sep 2011 – Jan 2015*

- **Star Wars: Galactic Defense** | Developed the generalized Skills System, UI Scheme, a frame based animation system using meshes and camera director
- **Royal Defenders** | Built the tile maps importer system using open source software, developed the path planning algorithm implementation, the rendering pipeline, UI scheme, frame based animation system and the camera director
- **Dungeons and Dragons: Arena of War** | Created the input management system, UI scheme, 3D-2D transformations for in-game UI, built the camera director system and special effects specialist based on camera manipulations and shaders coding
- **Backyard Monsters Unleashed** | Ported code to Javascript from scratch, made critical pieces of the framework like map system, rendering, isometric API, the event driven notification system and the UI framework
- **iBlast Moki 2** | Game Port from iOS to android implementation of the physics engine

Skills

Programming Languages:
Ruby, JavaScript, Typescript, Python, C#, C++, Java, AS3, PHP

Web Development Technologies

Backend: Ruby on Rails, Node.js, Apache Kafka, Sidekiq, HAML, CakePHP, CodeIgniter

Frontend: ReactJS, Redux, Bootstrap, MaterialUI, IBM's Carbon Design System

Devops Technologies: Kubernetes, Helm, AWS EKS, Google GKE, Docker, ContainerD

Databases Technologies and Storage:
PostgreSQL, MySQL, GraphQL, SQLite, MongoDB, InfluxDB, Redis

Cloud Technologies

Amazon RDS, AWS Redshift, AWS DynamoDB, AWS S3, AWS SNS, AWS SQS

Game Development Technologies

Unity3D (C#), Shader Forge (Unity3D), Unity Networking (UNET HLAPI)

Education

Universidad Tecnica Federico Santa Maria — Santiago, Chile
B.S. in Computer Science — *Mar 2005 – Dec 2012*

Open Source Contributions

JsFormat | *github.com/jdavisclark/JsFormat/pull/24*

- JsFormat is a javascript formatting plugin for Sublime Text 2. It uses jsbeautifier to format whole js or json files, or the selected portion(s)
- I created a new option I needed to allow spaces before line starters and make it the default option for retro compatibility

Openkore | *github.com/OpenKore/openkore/pull/1110*

- OpenKore is a custom client and intelligent automated assistant for Ragnarok Online. It is a free, open source and cross-platform program (Linux, Windows and MacOS are supported)
- I fixed a bug in the macro system caused by empty matches in the regular expressions

ESP8266 VU Meter | *github.com/joecabezas/esp8266_vu_meter*

- A volume unit (VU) meter also known as a standard volume indicator (SVI) built in C++ using client/server architecture
- The server is a single device with a single MEMS microphone (sph0645) and a esp8266 microcontroller, it broadcasts volume data collected in realtime via UDP packets to all listeners clients in order for all clients to display the same data regarding of the distance of the sound source
- The client is a RGB LED strip made of 144 WS2812b LEDs and an esp8266 that receives packets from the server (UDP) and displays the values in the LEDs, coded in C++, the code supports VU meters, custom animations and error codes

Soroban Trainer | *github.com/joecabezas/soroban-trainer*

- A training application I made to practice soroban, a traditional japanese abacus, built using Javascript, ReactJS, Redux and react-redux, it reads summatory excersices out loud using the standarized Web Speech API via the SpeechSynthesis interface

Interests

I am passionate learner who enjoys studying, sharing my knowledge and teaching programming in my free time, my personal projects on GitHub reflect my diverse interests including electronics, embedded systems, robotics, home automation, memory competition, rapid maths, soroban, Vim, video games development, Chrome extensions, hacking, artificial intelligence, computer vision, 3d printing coding, raspberry pi, home self-hosted servers, data logging and many others

I share some of my personal projects on my blog: https://blog.k014.net/
which is also open source: https://github.com/joecabezas/joecabezas.github.io

References

Checkr Assess

- https://checkr.com/blog/checkr-wins-fast-companys-2021-world-changing-ideas-award-ai-and-data-category
- https://checkr.com/blog/how-checkr-assess-can-help-you-convert-more-candidates-through-your-funnel
- https://checkr.com/blog/3-strategies-for-reducing-talent-acquisition-costs
- https://checkr.com/products/assess

Amazon Spark

- https://techcrunch.com/2017/07/18/amazon-launches-spark-a-shoppable-feed-of-stories-and-photos-aimed-at-prime-members
- https://www.engadget.com/2017-07-18-amazon-spark-curates-instagram-like-shopping-feed.html
- https://www.cnbc.com/2017/07/18/amazon-spark-first-look.html