

SKILLS

Rails, Ruby, Laravel, PHP, MySQL, C#, ASP.NET, MSSQL, Linq, AJAX, HTML5, CSS3, javascript, VueJS, Angular, jQuery, Bootstrap, REST based APIs, MVC, Application Development, Product Development, Project Management, Coaching, UI Design, Web Design, WordPress

WORK EXPERIENCE

HUMI

SEPT 2023 - PRESENT

Engineering Lead

- Led Payroll engineering team of 8 engineers (later restructured following acquisition), delivering critical updates for 1,900+ customers while maintaining 98% customer retention rate
- Architected and implemented Year End 2024 tax filing system enhancements supporting T619s, T4 Summaries, and Quebec RL-1s, navigating complex regulatory requirements with tight deadlines
- Spearheaded integration between Payroll and Time-off systems, expanding from 8 beta customers to company-wide release, significantly improving customer adoption rates
- Designed and implemented comprehensive team onboarding process based on collected feedback and team workshops, resulting in successful integration of new engineers and accelerated time-to-contribution
- Reduced engineering support ticket backlog by 60% (from 50 to under 20 weekly), increasing team velocity from 40-50 to 70+ sprint points
- Led technical planning for mission-critical Ameego API integration project, enabling retention of high-value enterprise client (Boston Pizza) and creating pathway for franchise customer expansion
- Drove Year-to-date importer performance optimization achieving 40% faster processing, expanding capacity from 50 employees to 1,000+ and enabling sales team to target larger customers

HUMI

JAN 2022 - SEPT 2023

Senior Software Engineer

- Led design and implementation of Workers' Compensation management feature, enabling multi-province rate configuration, employee assignments, and assessable earnings calculations with comprehensive reporting capabilities
- Architected Payroll onboarding feature tracking PAD agreements, ROE authorizations, and CRA information, streamlining customer self-onboarding and reducing implementation team workload
- Championed UX improvements for Run Payroll process by implementing progress tracking system, requiring cross-stack proficiency in AngularJS, Laravel, and Rails
- Mentored team members in expanding their technical capabilities across multiple frameworks and languages, improving team flexibility and knowledge sharing
- Strategically redistributed workload to enable critical tax engine rebuild project, ensuring timely delivery of CRA-compliant tax calculations

HUMI

NOV 2019 - JAN 2022

Software Engineer

- Vetting feasibility of new payroll features proposed by Product Managers
- Scoping work for new features (mainly for Laravel, but starting to do more for frontend and the rails application)
- Implement new features (mostly in Laravel, some Angular and some Rails)
- Investigate support tickets and fix bugs (both frontend and backend)

BRAIN BOX LABS

FEB 2018 - NOV 2019

Lead Developer

- Integrating with third-party (Applied Systems, PowerSoft) legacy web services for managing lead and accessing quote information for insurance brokers
- Building websites that help insurance brokers capture and manage leads throughout their sales process

- Working with project manager to scope and estimate client work
- Support intermediate and junior developers in solving day to day technical problems

JASPER STUDIOS

JAN 2017 - NOV 2017

Senior Solutions Developer

- Continuous development of the company product which is a product information management platform (PIM).
- Adding PIM integrations with third party platforms and services.
- Ongoing support of legacy PIM clients
- Development of property management system for a special client

JS CONSULTING

JUL 2014 - PRESENT

Senior Consultant

Consulting startups in the following areas:

- Full-stack Development
- Application Architecture
- UX Design
- Team building
- Develop Process/Change management practices

ZEDSUITE

MAR 2014 - JUN 2014

Developer

- Built a deployment add-on for the Employee Portal product.
- Provided customer support on a bi-weekly to weekly basis
- Assisted QA Specialist with beta testing new versions of products for upcoming releases

BRETON SOLUTIONS

NOV 2010 - JAN 2014

Lead Programmer/analyst

- Coaching both designers and programmers on project management as well as helping them develop cross-functional skills to enhance team synergy
- Planning projects, converting requirements into specific tasks and ensuring availability of team members as well as their suitability to the project
- Designing application architecture and building the solutions in ASP.NET/SQL to maximize return on investment for clients while managing scope creep
- Collaborating with clients through open and candid communication achieving client satisfaction throughout the project lifecycle
- Maintaining and supporting applications we developed for clients (Union, Real Estate, Lottery, etc.)
- Meeting with clients to identify and analyse their business requirements

BRETON SOLUTIONS

MAY 2008 - NOV 2010

Programmer /analyst

- Designed and developed custom Content Management System (CMS) to reduce website production time and make functionality available to more clients
- Led adoption of ASP.NET 2.0 (then 3.5 shortly after) and C#, and created a class library that was used to improve productivity for building both websites and applications

VERSUS

TECHNOLOGIES INC

MAY 2007 - AUG 2007

Junior Programmer

- Researched and developed sample Facebook application to interface with Sport.ca using PHP 4.4, MySQL 5.0 and Flash.
- Implemented simple AJAX capability to an in-house project.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

2004 - 2008

B.Sc, Computer Science