Kevin Kemp • Software Engineer

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Interested in work that contributes to society in a positive way. Some areas that I have specific interests in include AI, politics, teaching, non-profits, basketball, and video games.

Work Experience

Staff Software Engineer • Paylocity • remote 2022 - current

Paylocity is a B2B SaaS company that sells a suite of HR software. I have worked on the Benefits product for my entire tenure.

- Designed, led, and contributed to a project that integrates our enrollment experience with a 3rd party provider that offers ML-based plan choices to our end users. Of note, I set up the first cloud infrastructure within Benefits.
- Designed, led, and contributed to a phased approach to swap from an up-front enrollment generation model to a real-time generation model. The result was massive reduction in writes on our highest-traffic tables and the retirement of all synchronization logic and workflows.
- Proposed, designed, and ported our Selenium automation infrastructure from needing the application to be ran in a different "mode" to being able to be executed in our normal integrated environments. The outcome for us is that we no longer need to maintain a specialized testing environment.
- Designed and implemented the interview process for our category (~40 developers). Performed 20+ interviews personally, as well as coaching other developers on the process. Also created a seed project for the at-home project. Hired 10 developers.
- Wrote tool to automate release cuts across our category (5 teams).

Senior Software Engineer • Paylocity • remote 2017 - 2022

Paylocity is a B2B SaaS company that sells a suite of HR software. I have worked on the Benefits product for my entire tenure.

- Contributed thousands of automated tests across unit, integration, e2e, and load tests.
- Overall, helped lead efforts that have increased the percentage of customers we can support feature-wise from ~15% to ~90%.
- Proposed, designed, and led project to re-work open enrollment workflows for admins that reduced the wait time for their loop from ~20 minutes to ~30 seconds.
- Reduced initial enrollment loading (most important page in our application) from 9 seconds to 2.5 seconds.
- Improved percentage of performant page loads (< 2 seconds) from ~92% to ~97%.
- Automated creation of audit tables and associated triggers.
- Completed series of epics that increased productivity of internal team that delivers enrollment data to carriers by 500%.

Senior Software Engineer • Financial Neural Computing / Core Logic • remote 2015 - 2017

FNC is a B2B SaaS company that builds supporting software for banks in the real estate space. Primarily, they helped banks comply with regulations around appraisals. They were acquired by Core Logic.

- Designed plan to centralize code for supporting banks from a fork-based strategy that had diverged ~10 years prior to a modular approach.
- Won company-wide Forge contest (2 winners from 19 teams).
- Wrote a post for FNCs blog.

Software Engineer • ServiceU / Active Network • remote hybrid 2012 - 2015

ServiceU is a B2B SaaS company that sells resource management to companies, primarily churches. They were acquired by Active Network.

- Developed theming solution for admins to design their own themes for their end users.
- Redesigned core product, Event Builder, which is backwards compatible with old system and notably uses a draft system and reduces the average time to create an event by more than 50%.

Software Engineer • SAIC • on-site 2007 - 2012

Defense contractor for the US government.

- Developed Java applet (Swing) that displays relevant documents/information across 6 screens that is used to vote Enlisted sailors.
- Developed Flex application to replace a COTS client. Its main purpose is to view and edit metadata for documents from our content management system. We set up a Java web service to this end.
- Developed Windows service whose job is to periodically gather sets of data from our VM infrastructure.
- Created the infrastructure that our team used for testing to save time writing new tests.
- Rewrote a document entry (OCR) application. I built many custom panels, our document rejection UI, and a couple standalone supporting apps.
- Developed web forms application whose main purpose is to manage the possible punishments for sailors.

Projects

Coinbase Trade Tools (private GitHub repo) 2024 - 2024

A collection of tools to buy/sell crypto on Coinbase

- mass sell all crypto to USD
- aggregates data from several sources to identify new, low-cap coins listed with Coinbase
- spreads market buys across population

Crypto Trading Bot (private GitHub repo) 2019 - 2020

A crypto trading bot that runs continuously

- collects all candle data from Binance
- brute force strategy backtesting
- records most successful algorithms
- continuously monitors for trades

NCAA Football MMO Dynasty (private GitHub repo) 2015 - 2017

A crypto trading bot that runs continuously

- player generator that respects realistic distributions
- game simulator that respects all college football rules and respects realistic outcomes (play by play), based on player attributes and play-calls
- hundreds of distribution-based tests to protect outcomes
- recruiting minigame implemented, based on NCAA Football video games

Mobile Quote Generation Tool for Window Fixtures (private GitHub repo) 2012 - 2013

A crypto trading bot that runs continuously

- allows configuration of different window fixtures and pricing data
- accepts measurements and provides options to clients on site

Education

Computer Science • University of Memphis 2003 - 2007

Score: 3.35

Volunteer

Software Engineer • GiveCamp 2010 - 2012