

# Marc Lafratta

marclafratta@gmail.com · marclafratta.ca  
Toronto, Ontario

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## SOFTWARE ENGINEERING LEADER

Technology leader specializing in payroll systems development, currently directing a 9-person engineering team at Humi. Proven track record in delivering complex financial software solutions for Canadian SMBs, including multi-jurisdictional payroll systems and large-scale banking integrations. Successfully manages mission-critical projects serving 50,000+ end users while ensuring regulatory compliance and system reliability. Extensive payment experience after moving billions through Canadian banks.

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## KEY COMPETENCIES

Agile Project Management  
System Design  
Regulatory Compliance

Technical Leadership  
Rails and Java Back Ends  
Payments Systems

Team Leadership  
Recruiting  
Change Management

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## PROFESSIONAL EXPERIENCE

### Humi/Employment Hero

Mar 2024 - Present

#### Director of Software Engineering, Payroll

Leading the 9 developer payroll engineering team building Humi's payroll product for Canadian small and medium sized businesses. Helped our clients pay over \$2 billion to more than 60k employees each year. Delivered several major projects on the web application with the cross-functional team.

Transformational projects:

- Adding Quebec payroll to Humi's application by calculating and paying Revenu Quebec remittances
- Translating the application to French and onboarding the first clients to the system
- Migrating the payroll bank account used by the system to move billions in EFTs and EDI remittances
- Developed processes to safely move clients to a new account while paying their employees on time

Time-sensitive recurring projects:

- Yearly tax rate and bracket changes published by Canada Revenue Agency and Revenu Quebec
- Implementing changes to T4 and RL-1 slip designs, rules, and procedures
- Generating and delivering 50k+ T4 slips to employees each February to employees, the CRA, and RQ

### Humi

Sept 2021 - Feb 2024

#### Senior Engineering Manager

Led the payroll engineering team that helped 1500+ employers accurately process and pay billions to their 30k+ employees on payroll.

Accomplishments:

- Grew the engineering team to 7 in a remote-first environment
- Processed bank payments from employers, to employees, and to Canada Revenue Agency
- Supported Humi's complex product with the client experience team, taking feedback into the product development
- Ensured compliance with changing CRA calculations by building an in-house tax engine
- Built an integration to a cloud accounting tool for quick journal entry of payroll expenses

**Humi**

**Jul 2019 - Aug 2021**

**Senior Software Engineer**

Built integrated HR and payroll solutions for Canadian SMBs in Ruby on Rails back end with an Angular front end.

Accomplishments:

- Added new features for a complex payroll system that adheres to provincial and federal regulations
- Integrated HR and payroll systems to provide seamless workflows to both company administrators and employee users
- Built a culture of knowledge sharing among remote team members through peer presentations and recurring update sessions

**Ample Organics**

**Jun 2018 - Jul 2019**

**Back End Developer**

Developed solutions for Canada's leading software solution for cannabis Licensed Producers (LPs) using Ruby on Rails back end with Backbone/Marionette/VueJS and Angular front ends.

Accomplishments:

- Defined and implemented integration point between Ample and Shopify, allowing LPs to process compliant medical sales using Shopify stores
- Optimized reporting system that fulfills regulatory and business needs
- Mentored junior team members on new software platforms and existing systems

**Royal Bank of Canada (RBC)**

**Aug 2013 - July 2017**

**Senior Technical Systems Analyst**

Developed features for RBC's retail online banking application used by millions of Canadians.

Accomplishments:

- Owned technical deliverables of a 10-person team from requirements to production release to 5 million clients
- Communicated directly with external vendors and internal middleware throughout the SDLC and advised business units on how our applications could best fulfill their needs

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## EDUCATION

**McMaster University**

Bachelor of Software Engineering and Management

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