

Marc Lafratta

Toronto, Ontario

marclafratta@gmail.com

Profile

Leading the Payroll Engineering team at Humi creating the best integrated HR & Payroll solution for Canadian SMBs. Building and supporting a business critical product that is tightly integrated with other company products, banking, and tax systems.

Skills

- Team Leadership
- Recruiting
- Technical Direction
- Web Services
- Ruby on Rails
- AWS, IBM Cloud
- Client success
- Stakeholder management
- Banking payment systems

Professional Experience

Sr. Engineering Manager

Sept 2021 – Present

Humi HR

- Building the payroll system supporting over 1500 employers pay over \$1.5 Billion in 2022 for their 30k employees
- Growing and leading a team of 7 engineers in a remote first environment
- Ensuring compliance with changing CRA regulations with our in-house payroll tax engine
- Direct bank employer, employee, and tax payment processing with EFT and EDI rails
- Supporting complex product with the Client Experience team
- Shaping product roadmap with Product and UX team while providing technical direction
- Agile project planning and management using Jira and Notion shared documents

Sr. Software Engineer

Jul 2019 – Sept 2021

Humi HR

- Building integrated HR and Payroll solutions for Canadian SMBs in Ruby on Rails back end with an Angular front end
- Adding creating new features for a complex payroll system that adheres to provincial and federal regulations
- Integrating HR and Payroll systems to provide seamless workflows to both company admin and employee users
- Leading projects with PM and designer from requirements to continuous delivery
- Building a culture of knowledge sharing among remote team members through peer presentations and recurring update sessions

Marc Lafratta

Toronto, Ontario

marclafratta@gmail.com

Back End Developer

Jun 2018 – Jul 2019

Ample Organics

- Developing solutions for Canada's leading software solution for cannabis Licensed Producers (LPs) using Ruby on Rails backend with Backbone/Marionette/VueJS and Angular front-ends
- Developing features including changes to JS front end apps and Rails back end
- Defined and implemented integration point between Ample and Shopify allowing LPs to process compliant medical sales using Shopify stores
- Solving complex data and code issues identified by the customer support team
- Optimizing reporting system that fulfills regulatory and business needs
- Recruiting and selecting new members of the technical team
- Mentoring junior team members on new software platforms and existing systems

Sr. Full Stack Web Developer (Technical Systems Analyst)

Aug 2015 – Jul 2017

RBC - Canadian Banking

- Created and improved features of the client facing retail online banking web application
- Developed services in Java EE on Webpsphere and pages on Cloud Foundry with Spring MVC and mainframe with Websphere Portal with pure JS/JQuery active front ends
- Directed technical team updating RBC's most used pages on the Online Banking portal
- 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
- Lead process of recruiting and selecting development full time and coop candidates for our team
- Onboarded and mentored new team members while delivering projects

Education

Bachelor of Software Engineering and Management

2005 – 2011

McMaster University

- Five-year program with the core requirements from the Commerce program