

# Paulo Ruberto

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## Summary

Senior Software Engineer with 7+ years of experience building scalable, high-performance backend systems. Proven track record of designing and leading the development of cloud-native solutions in AWS, optimizing legacy infrastructure, and improving system reliability. Strong expertise in Java, distributed systems, and event-driven architectures. Adept at driving cross-team collaborations, mentoring junior engineers, and delivering impactful solutions that enhance efficiency and compliance. Passionate about building robust, maintainable software that scales globally.

## Experience

**Gusto**, HRX Compliance, Jun 2025 - Current

### Senior Software Engineer

- Building on the HRX Compliance team.

**Amazon**, Last Mile, Dec 2020 - Jun 2025

### Software Development Engineer II

- Integrated external time and attendance systems for delivery drivers, reconciling data across multiple sources to resolve discrepancies and improving accuracy by 80% in enforcing legal work hour requirements.
- Re-architected legacy backend supporting global driver break management, improving configurability, extensibility, and performance, reducing configuration effort by 80% and break latency by 68%.
- Designed and led development of a new AWS service integrating with GeoTab fleet management data to quantify precise drive time and establish infrastructure for in-house ELD compliance, adhering to FMCSA regulations.
- Designed and led the development of infrastructure enabling delivery drivers to collect unlabeled return packages from customer doorsteps along their delivery routes. Led cross-functional collaboration with partner teams to implement domain-specific code modifications, resulting in a 38% reduction in cost per customer return.
- Mentored junior engineers to promotion and revamped onboarding documentation, improving team productivity and onboarding efficiency.

**Amazon**, Last Mile, Jun 2019 - Dec 2020

### Software Development Engineer I

- Maintained legacy services evaluating worldwide route and package execution data for delivery provider payments.
- Designed and developed a new AWS based service to evaluate and enforce global delivery driver working hour and rest break compliance, achieving over 99% legal compliance in launched regions.
- Developed RESTful APIs to vend compliance data through to external and BI teams.

## Education

**University of Toronto**, St. George Campus, Dec 2018

H.B.Sc - Computer Science Specialist, Biology Minor

## Technical Skills

**Languages:** Java, Python, C, Ruby, TypeScript

**Cloud & Infrastructure:** AWS (DDB, SQS, SNS, Fargate, Lambda, EC2, ECS, CloudFormation, S3, CDK, IAM, CloudWatch), CI/CD Pipelines

**Frameworks & Tools:** Git, SQL, SwiftUI, React, AngularJS, Ruby on Rails