



## Sandip Kabiraz

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## Professional Summary

Full-stack Developer and Reporting Specialist with 10+ years of experience delivering backend systems, enterprise reporting, and compensation management solutions. Proven track record contributing to Beqom implementations for global financial institutions including Nomura and KKR. Skilled in .NET, SQL Server, RDLC, Vue 3, Node.js, and Power BI, with a focus on scalable, data-driven solutions. Experienced in collaborating within remote, cross-functional teams and actively leveraging AI tools (GitHub Copilot, ChatGPT, Gemini) to enhance productivity and code quality.

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## Professional Experience

### Senior Software Engineer (Remote)

Periscope Labs / TCT Inc.— Dhaka, Bangladesh

July 2021 – Present

### Beqom Implementation & Reporting

Contributed as a team member to the successful implementation of **Beqom compensation management systems** for enterprise clients including **Nomura, KKR, Golub, and Greystone**, with a core focus on **report development and data integration**.

#### Key Contributions:

- Designed and developed **30+ RDLC reports**, including compensation statements, letters, and executive dashboards tailored to complex business rules
- Participated in **report-specific requirement analysis**, working closely with team leads to ensure clean, accurate, and client-aligned report designs
- Developed and optimized **SQL Server stored procedures, views, and data import scripts** across Dev, Test, UAT, and Production environments

- Built and configured **custom grids, compensation plan mappings, and supporting tables** to meet reporting and payout calculation requirements
  - Took ownership of reporting deliverables for **Nomura's Beqom rollout**, including schema review, data validation, and deployment tracking
  - Provided regular progress updates in daily standups and weekly project syncs, focused on reporting scope, delivery, and integration issues
  - **Rehired by TCT in 2025 for ongoing work on KKR's Beqom dashboards**, leading the design and implementation of advanced reporting components
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## Fullstack Developer – Internal Reporting Platform

### Periscope Labs

Nov 2024 – Jan 2025

- Led development of a web-based internal reporting tool using **Vue 3, Node.js, and Vue Flow**
  - Built an interface allowing users to **connect to databases, browse tables/views**, and build reports via **drag-and-drop**
  - Enabled column joins, dynamic filtering, and live data limits
  - Integrated **D3.js** for visualizing output with support for line, bar, pie, and bubble charts
  - Took full ownership of the project — from requirements gathering and development to **QA and deployment**
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## AI/ML Developer (Team Member)

### Periscope Labs / Financial Client

Early 2025

- Collaborated with a 5-member team to deliver a **loan approval prediction system** using client datasets

- Developed and tuned machine learning models including **Logistic Regression** and **XGBoost**
  - Assisted in **feature engineering**, model evaluation, and dashboard integration using **Power BI**
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## Senior Software Engineer

**Edusoft Consultants Ltd** — Dhaka, Bangladesh  
**Jan 2015 – Nov 2019**

Progressed from Intern to Senior Software Engineer over six years, contributing as a team member to the development of large-scale **web-based ERP systems** for **10+ private universities** in Bangladesh.

### Key Contributions:

- Developed and maintained ASP.NET web applications for academic modules such as admissions, registration, billing, grading, and transcripts
- Designed and implemented over 50+ **RDLC reports** including result summaries, financial reports, course registrations, transcripts, and academic certificates
- Authored optimized **T-SQL stored procedures** and backend logic for managing large student datasets (5,000–10,000+ records)
- Supported frontend development using **JavaScript, CSS, and Bootstrap** to ensure responsive and user-friendly interfaces
- Created and maintained SQL Server **database objects** (tables, views, stored procedures) for key features such as course evaluations and student performance tracking
- Performed SQL Server **performance tuning**, backup management, and job scheduling
- Mentored junior developers and supported **IIS deployment and configuration** for web applications
- Participated in requirements discussions, client meetings, and testing cycles alongside senior developers and project leads

- Built data-rich visual reports using **tables, matrices, and chart elements** (bar/column) to support administrative decision-making across 10+ university projects
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## Education

### Bachelor of Science in Computer Science and Engineering

**United International University** — Dhaka, Bangladesh

CGPA: 3.71 / 4.00

Duration: Mar 2011 – Sep 2019

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## Certifications & Publications

Published in: 2018 21st International Conference of Computer and Information Technology (ICCIT)

Publication Date: February 2019

URL: <https://ieeexplore.ieee.org/document/8631966>

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## Skills

**Languages:** C#, SQL, JavaScript, TypeScript

**Frameworks & Libraries:** ASP.NET, Node.js, Vue 3, Bootstrap, [D3.js](#)

**Reporting & Data Visualization:** RDLC, Power BI, Report Builder, Apache Superset

**Databases:** SQL Server, PostgreSQL

**Development Tools:** Visual Studio, Git, GitHub, Jira, Trello, Azure Virtual Desktop

**AI Productivity Tools:** GitHub Copilot, ChatGPT, Gemini, DeepSeek, Grok

**Methodologies:** Agile (Scrum), Remote Collaboration

**Domain Expertise:** Beqom Compensation Management Implementation

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## References

### Hasan Sarwar, Ph.D.

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