

Debashish Nayak

Portfolio: [debaintech.vercel.app](#) (*wip*)

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PROFESSIONAL SUMMARY

Frontend Engineer with nearly **6 years of experience** crafting accessible, scalable, and user-focused web solutions. Known for a meticulous approach, strong collaboration, and a keen eye for detail in both design and architecture. Passionate about delivering intuitive and high-performance experiences. Now returning with renewed focus and adaptability after a personal hiatus.

EDUCATION

- Indian Institute of Technology Roorkee** IIT Roorkee, India
Bachelor of Technology in Metallurgical & Materials Engineering June 2014 - June 2018

SKILLS SUMMARY

- Programming Languages:** JavaScript, TypeScript, Node.js, HTML, CSS, Sass
- Frameworks & Libraries:** React, Redux, Next.js, Tailwind CSS, Formik
- Accessibility:** Implemented WCAG 2.1 Level AA compliance for inclusive, accessible designs.
- Performance Optimization:** Improved real-time responsiveness with WebSocket migration, optimized collaboration in web IDEs, instrumented performance metrics, and enhanced UI reflow for accessibility.
- IDE Customization & Embedding:** Experience working with and customizing web IDEs like che-theia, JupyterLab and openvscode-server for embedded development workflows.
- Testing Expertise:** Strong focus on unit and snapshot testing using Jest and React Testing Library.
- CI/CD Contributions:** Developed pipelines for automated testing, code quality enforcement, and coverage reporting.
- Professional Strengths:** Detail-oriented, adaptable, and pragmatic team player who values precision, thoughtful collaboration, and continuous learning.

EXPERIENCE

- Senior Software Engineer** Remote
HackerRank Jan 2022 - May 2024
 - Led **a11y improvements** for 6200+ problem descriptions at HackerRank, **fixing 2200+ issues in WYSIWYG-generated content**. Automated table, heading, and contrast fixes while collaborating with *Deque Systems* for a11y audits. Enhanced CKEditor to enforce alt text, semantic tables, and proper structure, improving screen reader compatibility.
 - Designed and customized **VSCoDe IDE** for alignment with HackerRank's design language, integrating features like error tracking and *third-party cookie warnings* to enhance functionality.
 - Standardized **iframe communication** using *Penpal* for consistent messaging across Screen and Interview platforms, while developing a React-based wrapper to simplify integration, improve documentation, and abstract internal implementation details for seamless adoption in React applications.
 - Mentored** engineers (Interns to SDE-2), providing technical/debugging guidance, best practices, and feedback on code quality, architecture, and performance improvements, fostering their growth within the team.
 - Collaborated in **enhancing the hiring process** for Frontend engineers by actively being part of Interviews, working with content creators to develop questions that align with organizational values and required skills.
 - Led the planning and implementation of a new company initiative to integrate **behavioral assessments** alongside technical assessments, collaborating with the Product team to adapt existing flows in the Recruiters' and HackerRank Screen platform ensuring seamless integration.
- Software Development Engineer II** Remote
HackerRank Jul 2020 - Dec 2021
 - Led the effort to make **HackerRank Screen accessible** according to **WCAG 2.1 Level AA** standards, partnering with Deque Systems to develop the first Accessibility report, resolve complex widget issues, and maintain annual revisions for quality and compliance; opening accessibility-focused market opportunities with clients like U.S. government agencies.
 - Contributed to developing of **proctoring solutions**, including offline-ready photo capture using mediaDevices API, monitoring candidate engagement, tracking copy-paste events to detect suspicious behavior and increasing adoption among enterprise clients such as IBM.
 - Transitioned from a traditional polling architecture to a **Websocket-based communication** for long-running business critical task like "Run test", resulting in real-time updates, decreasing server load and latency during peak usage periods.
 - Enhanced the integration of *che-theia* IDE in HackerRank Interviews platform, optimizing **live collaboration** features, implementing visual overhauls, and improving the **discovery experience for Project-based questions** across various development stacks.

- **Software Development Engineer I** Bengaluru
HackerRank *Aug 2018 - June 2020*
 - Played a pivotal role in *re-designing HackerRank Screen* product by migrating from **Backbone.js to React**, Redux, and Formik, contributing to various crucial flows like feedback, question views, and login/logout experience while incorporating Google Analytics and FullStory integrations for user pattern insights.
 - Developed **Dark mode and theming support** starting from atomic UI level components to leading the implementation of Dark theme support in HackerRank Screen.
 - Accelerated testing pipelines by migrating to **Jest**, introducing snapshot testing for visual reliability and reducing test execution time.
 - Directed organization-wide initiatives to **replace jQuery** with vanilla JavaScript and integrate **Flow** static type checker, boosting code quality and reducing runtime errors.
 - Demonstrated expertise in UI-related projects, such as ATS integrations, Candidate Search, and HackerRank application settings, including a complete migration of the Product settings page.
- **Software Development Intern** Bengaluru
HackerRank *Jun 2018 - Aug 2018*
 - Revitalized HackerRank's internal **UIKit** by incorporating new design components, updating theme variables, creating an interactable playground and developing new UI components such as Toast and a React wrapper for CKEditor4.
 - Streamlined **developer productivity** through the integration of **stylelint** and **eslint** for consistent linting and formatting of style and JavaScript files.
 - **Optimized the CI/CD pipeline** by implementing code quality checks, coverage reporting, and introducing snapshot testing to bolster reliability in visual appearance cases.

HONORS AND AWARDS

- Awarded **fellowship** in the coveted *Kishore Vaigyanik Protsahan Yojana (KVPY)* in February 2013
- Won **HackGPT'23**, HackerRank's Engineering and Product **Hackathon** held in May 2023
- Won **Octane'22**, HackerRank's Engineering and Product **Hackathon** held in May 2022