Debashish Nayak

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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