

Alejandro Laborda

alejandrolaborda@alejandrolaborda.com | (405) 532-3525 | U.S. Citizen | Hammond, IN



Summary

Full-stack architect with 19 years of experience in fintech and e-commerce customer-focused software development and systems design.

Focus on developing highly performant and available cloud-based systems with high customer impact.

Expert in PHP, C#, relational databases, Laravel ecosystem, Vue, React, InertiaJS, HTML5, CSS3, AWS, CI/CD.

Collaborating daily with other engineering teams, Product, Design, QA, DevOps, DB, InfoSec, and different business unit stakeholders. Responsible for discussing requirements, performing technical scoping, building, testing, feature release planning, customer escalation problem-solving, and root cause analysis.

Experience

Supervisor of Software Development, Paycom (Fintech, Payroll, HCM) Feb 2023 - Present
(1yr 3mo)

- Serving a team of 41 developers, mostly remote, through 6 direct reports: 5 Team Leads and a Tech Lead.
- Responsible for handling payments for 30K clients, 100MM users, worth \$40M in avg. daily.
- Architecting and leading the team through the transition from a PHP monolithic architecture to C# microservices architecture while expanding internationally.
- Mentoring and coaching team members to help them grow and achieve their career goals. Successfully driving team productivity and satisfaction to consistently achieve our financial and payroll systems projects goals, both domestically and internationally.
- Actively involved in designing new products, and collaborating with other development teams and product department to achieve common goals. Engaging with stakeholders to understand requirements and offer feedback.
- Responsible for metrics, including performance reviews, promotions, and salary adjustments.
- Creating training content to be added to our new hire training material.
- Performing 1st and 2nd round interviews for new dev and intern applicants. Highly involved in hiring events.
- Helping the business succeed at all levels and representing it beyond my department and duties since I joined the company. Paycom-Pal mentor on numerous occasions, Ambassador program member. Presenting tech-talks, creating learning material, performing intern and university presentations.

Software Development Team Lead (Dev IV → Dev V → Sr. SE), Paycom Dec 2018 - Feb 2023
(4yr 2mo)

- Took over a very demoralized team and motivated them to outperform, meet deadlines and win coding competitions in just 4 months since I became their Team Lead. Grew the team from 6 developers to 18 and mentored 3 of them to become Team Leads.
- Architected and developed with my team the rewrite of a legacy FoxPro system to PHP and C# REST APIs.
- Actively contributed to the architecture, design, and development of critical systems within a high-risk bundle, where issues often have significant financial implications for the company.
- Part of a delivery team with high DEV-QA interaction and communication. Coordinating communication with other departments and my teams to have a clear understanding of project requirements.
- Responsible for performance reviews and individual scoring.
- Facilitated clean code and clean architecture workshops.
- Volunteered in company beta testing programs outside team domain and offered valuable feedback.

Software Developer III, Paycom Jun 2017 - Dec 2018
(1yr 7mo)

- Member of the Data Services team. Creating new functionalities as well as maintaining and rewriting existing ones mainly in PHP and Javascript.
- Improved memory footprint and generation time on reports that used to run in 10+ hours to less than a minute by optimizing MySQL queries, adding indexes, utilizing temporary tables, implementing caching, and applying other code-side optimization techniques.
- Team player, helping developers from my and other teams resolve code problems.
- Attention to company standards and best practices. Obsession with optimization.
- Involved in many critical projects, assigned to some chosen individuals from different teams directly by the lead architect, to be completed in very short periods of time.

- Q **Sr. Web Applications Developer**, *QuiBids.com (E-commerce)* Sep 2010 - Jun 2017
(6yr 9mo)
 - Implementation of both backend and frontend of new applications as well as maintenance of existing.
 - Using PHP and JavaScript on most of our products, using Laravel as framework.
 - Working closely with designers in order to provide each other the best material to work with.
 - Mentoring a Web Designer. Showing him how our systems work and how things are implemented so he can take the maximum advantage of it on his work. Also providing all necessary PHP support when he is working on Blade templates. Guiding him through the code on all the projects.
 - Implementation of admin interfaces using Angular and contacting APIs built by us using Laravel 3 and 4.
 - Usage of different SDKs for different tasks from error handling to 3rd party email services, PayPal, Algolia, payment fraud detection, etc.
 - Creation and maintenance of MySQL and MongoDB databases. Optimization of queries and code. Paying special attention to DB performance, rabbitMQ for message queuing.
- W **Web Developer**, *National Weather Center (Public Administration)* Apr 2010 - Sep 2010
(5mo)
- X **Java Developer**, *Xparency.com (CRM)* Mar 2010 - Sep 2010
(6mo)
- T **Web Developer**, *Trotamar.com (Hospitality)* Jan 2005 - Feb 2009
(While studying. 4yr 1mo)
- C **Technical Instructor**, *CEAM (Social Services)* Jan 2001 - Jan 2005
(While studying. 4yr)

Skills

PHP, Python, Javascript, Typescript, C#, React, Vue, MySQL, git, Linux, Docker, Jira, Confluence, Splunk, VS Code, PHPUnit, Selenium, Laravel, jQuery, Node, AWS, Kubernetes, Leadership, Teamwork, Mentorship, Team management, Large-scale system architecture, Efficiency analysis, Scalability improvement, Stability improvement, Software testing, Business acumen, Customer focus, Risk management, API development, Database management and design, Query optimization, Agile.

Projects

- Racearoni** Since 2005
- This project has been always my playground and where I apply and experiment all the new things I learn. For that reason has been rewritten several times along the years. Initially built from scratch on PHP, then rewrote it to use Zend framework. When google launched their first App Engine service, while still in beta, rewrote it again in Java. After few years rewrote it using Laravel 3, 5 and recently to 11 (2024).
 - Database has been always the latest version available of Mysql. Using JSON columns and geospatial extensions for manipulating and operating over world coordinates efficiently.
 - Fully containerized. Deployed on Linode, then AWS. Using Cloudflare as CDN.
 - Strong focus on code optimization (reduction of number of queries, db table indexes, re-usage of code, etc) and general optimization of resources using different caching techniques at different levels (Memcached, Http caching/E-tagging, static file fingerprinting, etc...). Obsession with load time by creating a slim yet powerful site and using techniques as deferred loading and on demand loading of assets and content among other techniques.
 - Using SDKs and APIs from Google, Sentry, Algolia, etc. Integration with social networks.
 - Views in React using Tailwind and Tailwind UI. SSR. PWA. App using Ionic 2, then React Native.

Awards

Paycom

- Top 30 developer every month after my 3rd month in the company while being an individual contributor.
- Code-A-Thon (yearly team coding competition): **1st** place (2017, 2018, 2021), **2nd** place (2019, 2023), **6th** place (2022). **MVP** (2019, 2020). **Most Internal Value** (2020, 2021). **Most Value to Clients** (2020). **Espirit de Corps** (2023)

QuiBids

- *Outstanding Achiever* award every quarter since award was introduced in 2014.

Education

University of Oklahoma Bachelor, Computer Science
Universitat Jaume I (Spain) Bachelor, Computer Engineering