Carlos Enrique Pando Morales

cpandomorales@gmail.com | GitHub | LinkedIn | +51 987791738

Experience

- **Perceptyx** – Senior Software Engineer – August 2021 to present
  People Insights Platform is designed to capture feedback and employee sentiment through various channels, such as surveys, lifecycle events, crowdsourcing, and 360 feedback.

1. **Dialogue**
   Stack: Ruby on Rails, React, Cypress, Jest, Redux, Aurora PostgreSQL, Heroku, AWS
   Contributions:
   - Implemented and led multiple features such as text translations, **Full-Text Search,** submission moderation, and automated company-wide user import with support for relationships like managerial hierarchy and demographics
   - Developed new UI components and integrated Redux Toolkit for state management
   - Updated the design system, using **Storybook** for documentation and testing
   - Migrated table data to Snowflake using its API
   - Participated in major Ruby and Rails upgrades.
   - Implemented authentication using devise, **JWT,** and **SAML**.
   - Built pipelines using **CircleCI** and **GitHub Actions**
   - Monitoring and troubleshooting with **NewRelic, Scout, Datadog**
2. **Performance Review App** to track employee performance, objectives, and key results
   Tech stack: Ruby on Rails, Vue, GraphQL, MySQL
   Contributions:
   - Scheduled notifications and exports

- **Waggl (Acquired by Perceptyx)**– Software Engineer – April 2016 to July 2021
  Survey application to facilitate employee conversations around key challenges through crowdsourced voting and intuitive reporting
  Stack: Ruby on Rails, BackboneJS, CoffeeScript, React, Rspec, Jest, Aurora PostgreSQL, Heroku, AWS
  Contributions:
  - Analytics segmented by demographics and managerial hierarchies.
  - Developed voting and scoring utilizing the ELO rating system.
  - Optimized APIs to support an increasing user base
  - Initiated migration to React.js, also adopting Jest for testing and tools like Webpacker
  - Built a system admin app using react-admin

- Monitoring and troubleshooting production incidents

- **Belatrix (Acquired by Globant)** – UI Engineer – May 2015 to Mar 2016
  Veriato – Employee Monitoring and Behavior Analytics Software
  Stack: C#, SignalR, IndexedDB, AngularJS
  Contributions:
  - Developed and maintained the real-time web dashboard used by administrators
  - Track license installations and notify of malicious or risky activity.

- **Banco de Credito del Perú** – Audit Intern February – 2015 to April 2015
  Largest bank in Perú, providing a wide range of financial services
  Stack: .NET
  Contributions:
  - Assisted in enhancing and upgrading a client's portfolio management system
  - Supported the audit of accounting processes and report generation.

- **Edificia.pe** – Web Developer – Mar 2014 to Nov 2014
  Web application designed to simplify the management of apartment buildings
  Stack: **Ruby on Rails, Bootstrap, jQuery, PostgreSQL**
  Contributions:
  - Built the budgeting and billing system.
  - Implemented the generation of monthly tenant invoices and reports.

- Bit Zeppelin – Web Developer – June 2013 to September 2013
  Stack: Python, Tornado
  Contributions:
  - Assisted in building the ERP's accounting module to manage transactions and reports.

Education

- Systems Engineering – Universidad Nacional de Ingeniería 2007– 2014

Languages

- Spanish (Native), English (Upper-Intermediate)