Mounir Gaiby

Full-Stack Product Engineer

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SUMMARY

Full-stack product engineer, 4+ years taking products from blank page to production: schema, API, UI and the AI inside them. Most recently an accounts-payable automation platform, and before that a multi-tenant HR SaaS running 80,000+ clock events a day. 40+ systems shipped, most of them under NDA.

EXPERIENCE

Software Engineer, OysterHR (global employment platform, remote)

2026-01 to Present

Ruby on Rails, GraphQL, React, TypeScript, PostgreSQL, Sidekiq, Anthropic Claude, Datadog, Sentry

- Owned accounts-payable automation end to end: data model, GraphQL surface, React reviewer app and extraction pipeline, across hundreds of customer legal entities and thousands of invoices a month. $300K+ a year of invoice work removed, measured on invoices processed to date.
- Made the reviewer product trustworthy enough to displace the manual process: per-vendor prompts stored as data so onboarding a vendor is a data change and not a deploy, JSON Schema structured outputs, and code-side validation before anything reaches accounting.
- Owned full-stack payments (payouts, payee and bank-account verification, provider webhooks, reconciliation) with critical state changes in single transactions so verification and account switches commit together.
- Held the money path deterministic (idempotent matching, accounting mappings, ERP writes, never model output) with every LLM call logged for audit: model, prompt version, tokens, latency, document hash.
- Changed how the team ships: spec-to-reviewed-PR automation on agents, custom skills and MCP, plus automated support triage and flaky-test fixes, with model routing, prompt caching and context budgeting enforced so it stayed cheaper than the alternative it replaced.

Software Engineer, Mibtech, Casablanca, Morocco

2023-06 to 2026-01

Ruby on Rails, Hotwire, Python, PostgreSQL, Redis, ClickHouse, dbt, Airbyte, LangChain, ChromaDB, Docker

- Owned the time-management product of a multi-tenant HR SaaS from UI to database: 80,000+ clock events a day in real time, attendance rules, timesheets, leave workflows and dashboards, with tenant data correct at that volume.
- Load-tested the Akdital hospital rollout, the largest private hospital group in Morocco, to 200,000 clock events in one burst on one small server: nothing lost, no night-shift premium off by a cent. The group did not sign, so the rollout stopped in procurement and not in the code.
- Took a degrading product surface and fixed the cause: 70% faster page loads and critical endpoints held at 50ms average through Redis caching, job offloading and query redesign, without loosening tenant isolation.
- Put an LLM support agent in front of live employees, where a wrong answer is a compliance problem: retrieval scoped to each employee's permissions, tool calls gated server-side, and no answer shipped that the user could not have found themselves.
- Replaced 20+ fragmented hospital databases with one ClickHouse warehouse on dbt-modeled ELT, and made ingestion 3x faster by fixing PostgreSQL and connection-pool bottlenecks at the source.
- Made 50+ access-control terminals a real-time system instead of a polling problem: an IoT gateway plus a desktop badge-reader app, run in production under Prometheus, Grafana and Sentry.

Software Engineer (Part-Time), WebCK / Topela (remote)

2022-01 to 2023-05

React Native, Python (Flask)

- Owned feature slices end to end across a cross-platform React Native app and its Flask REST API in a distributed agile team.

SKILLS

Languages	Ruby, TypeScript, Python, SQL
Front end	React, TypeScript, React Native, Hotwire, GraphQL clients, review and ops interfaces
Back end	Ruby on Rails, GraphQL, Python (Flask), PostgreSQL, Redis, ClickHouse, Sidekiq, Docker
Product AI	structured outputs, RAG, tool calling, evals, prompt versioning, cost control, agentic delivery workflows (skills, MCP, multi-agent review)
Product craft	greenfield scoping, specs, multi-tenant SaaS, permissions and data isolation, payments and payouts, incident response
Also	working knowledge of Rust (axum, sqlx) from a private platform I build and run
Spoken	Arabic (native), French (fluent), English (fluent)

SELECTED PROJECTS

- **Citadel**: agent operations platform in Rust (axum, sqlx): multi-agent orchestration, MCP tool layer, scheduler, persistent memory, audit log. Running daily, private.
- **Li7abiti**: cash-on-delivery commerce platform. Next.js 16, PostgreSQL (146-table schema), OTP auth, Arabic-first RTL.
- **Pochetta**: Moroccan commerce storefront and order operations, cash on delivery. In production and taking orders.
- **Semsar**: market-intelligence pipeline: scheduled collection, price normalisation across sources, reporting.

EDUCATION

ISGA Casablanca, State Engineering Degree (Ingénieur d'État), Big Data & Machine Learning.