Mounir Gaiby

Backend & Payments Platform Engineer

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SUMMARY

Backend and payments platform engineer, 4+ years owning systems where a wrong write is a financial incident: idempotent money paths, reconciled webhooks, audited data, critical endpoints held at 50ms average. 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

- Held the payment path deterministic under an AI-heavy product: invoice matching, accounting mappings and ERP writes stay idempotent code and never model output, and critical state changes moved into single transactions so verification and account switches commit together.
- Owned the payouts surface: payee and bank-account verification, provider webhooks and reconciliation across banking partners, absorbing the failure modes that only appear at volume.
- Owned accounts-payable automation end to end: data model, GraphQL API 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.
- Bounded the AI to where it cannot hurt: JSON Schema structured outputs, per-vendor prompts stored as data, code-side validation, and every call logged with model, prompt version, tokens, latency and document hash so it survives audit.
- Changed how the team ships (spec-to-reviewed-PR automation on agents, custom skills and MCP) and held the escalated-incident queue within SLA, closing root causes across Datadog, Sentry and data with permanent fixes and runbooks.

Software Engineer, Mibtech, Casablanca, Morocco

2023-06 to 2026-01

Ruby on Rails, Python, PostgreSQL, Redis, ClickHouse, dbt, Airbyte, Docker, Prometheus, Grafana

- Took a degrading multi-tenant product surface and fixed the cause: critical endpoints held at 50ms average and 70% faster page loads through Redis caching, background jobs and query redesign, without loosening tenant isolation.
- Owned a real-time IoT gateway for 50+ access-control terminals moving 80,000+ clock events a day, operated in production under Prometheus, Grafana and Sentry rather than handed off.
- Load-tested the Akdital hospital rollout (largest private hospital group in Morocco) to 200,000 clock events in one burst on one small server, nothing lost and no night-shift premium off by a cent. The group did not sign; the rollout stopped in procurement and not in the code.
- 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.
- Owned the time-management product of a multi-tenant HR SaaS from schema to UI: attendance rules, timesheets, leave workflows, live notifications and dashboards.
- 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.

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, Python, TypeScript, SQL
Payments	idempotency, transactional state changes, provider webhooks, bank-account verification, reconciliation, ERP and accounting writes, audit trails
Systems and data	PostgreSQL, Redis, ClickHouse, Sidekiq, background job pipelines, connection pooling, query optimization, dbt, Airbyte, Docker
Operations	Datadog, Sentry, Prometheus, Grafana, SLAs, incident response, runbooks
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.