Abderrahmen Sfayhi

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SUMMARY

Full-Stack Engineer building AI-powered SaaS and distributed systems. Experienced in event-driven architectures, async processing pipelines, and Google Cloud Platform deployments. Reduced P99 latency by 98% and designed scalable workflow automation systems with direct founder collaboration.

PROFESSIONAL EXPERIENCE

Navero | *Full-Stack Engineer*   **May 2025 Present**
Next.js, NestJS, TypeScript, Python, GCP, AssemblyAI, RecallAI, Supabase   *Remote / Dubai*

- Leading V2 multi-region architecture migration with data residency and regional isolation (GDPR, KSA, UAE markets).
- Architected modular hiring workflow engine (Assessment, Screening, Intake) enabling structured candidate evaluation across pipeline stages.
- Designed event-driven video screening system (GCS Cloud Functions async transcription webhooks) automating AI-powered analysis.
- Integrated RecallAI bots with AssemblyAI to capture and transcribe live interviews, eliminating manual note taking.
- Implemented Mixpanel analytics across 20+ key events, enabling identification of drop-off points and improving user activation rate by 18%.
- Built scoring rubric engine and rule-based automation framework to transition candidates across ATS stages.
- Reduced dashboard P99 latency from 60s to 1s (98% improvement) by redesigning data access and filtering strategies.
- Deployed containerized services on Cloud Run with background processing via Cloud Tasks and Functions; integrated Sentry for production monitoring.
- Partnered directly with CEO to translate product strategy into scalable technical execution.

Hexastack | *Software Engineer*   **Nov 2024 May 2025**
Next.js, NestJS, MongoDB, Docker, Redis, Zookeeper   *Tunis, Tunisia*

- Designed Zookeeper-based leader election enabling safe horizontal scaling for cron jobs and distributed services.
- Contributed to Hexabot OSS (700+ GitHub stars), adopted by major Tunisian telecom providers.
- Developed chat flow engine serving 500+ daily active users.
- Optimized Docker builds, reducing CI/CD pipeline time by 53% through multi-stage builds and caching strategies.

Cynoia | *Full Stack Engineer*   **Jan 2024 Oct 2024**
React, NestJS, Socket.IO, RabbitMQ, Redis, YJS   *Tunis, Tunisia*

- Engineered CRDT-based collaborative editor supporting 50+ concurrent users with real-time synchronization (YJS + WebSockets).
- Reduced database load by 40% by implementing multi-layer caching architecture using Redis.
- Designed and enforced granular RBAC policies for document-level access control.

TECHNICAL SKILLS

- **Languages:** TypeScript, JavaScript, Java, PHP, SQL
- **Frontend:** React, Next.js, Redux, RTK Query, Tailwind CSS
- **Backend:** Node.js, NestJS, Microservices, WebSockets, RabbitMQ
- **Cloud / DevOps:** Terraform, Docker, GCP (Run, GCS, Functions, Tasks, Pub/Sub), CI/CD
- **Databases:** PostgreSQL, MongoDB, MySQL, Redis

EDUCATION

ESPRIT Engineering Diploma in Computer Science (MSc Equivalent)   **2019 2024**