

CJ Salem

Staff Software Engineer

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Staff Software Engineer who excels at digging into complex problems to find a path forward. 13 years of experience, including 9 years at a managed security services provider, building scalable software serving 10,000+ end users across projects and organizations.

Broad experience across tech stacks and domains including web development, API design, data pipelines, CI/CD, and infrastructure. Works across engineering to fill gaps between teams and shape architecture & system design, investing 400+ hours of mentorship into junior engineers.

Technical Skills

- **Languages:** TypeScript, Python, Go
- **Cloud & Infrastructure:** Google Cloud Platform, Amazon Web Services, Kubernetes, Terraform, Argo CD, Argo Workflows
- **Frameworks & Ecosystems:** Node.js, npm, React, Next.js
- **Data & APIs:** PostgreSQL/Cloud SQL, Redis, REST/OpenAPI, GCP Pub/Sub
- **Practices:** Test-driven Development, Event Storming, Architectural Decision Records, Extreme Programming.
- **Security & Identity:** Okta SSO, Microsoft Entra ID
- **Observability:** Prometheus, Grafana
- **Spoken Languages:** English (native), Spanish/Castellano (conversational)

Experience

Cyderes (formerly Fishtech Group) - Kansas City, MO | Jan 2018 - Present

Managed security services provider.

Staff Software Engineer, Engineering | Jul 2024 - Present

- Took over an AI-powered risk-reporting prototype from the VP of Engineering, implemented security measures, performance optimizations and bug fixes, and delivered it to production in under 3 weeks.
- Rescued a stuck release of customer portal RBAC redesign, fixing bugs, memory leaks and performance issues, expediently delivering the project to production.
- Run cross-team discovery and proofs of concept shaping leadership technical decisions.
- Report directly to the Director of Software Engineering, closing gaps between six engineering teams.
- Support Director with operation tasks including SOC 2 compliance and governance work.

Senior Software Engineer, Web Engineering | Jun 2022 - Jul 2024

- Built a high performance squad dashboard to enable our Security Operations Center (SOC) to prioritize security actions queue and meet client SLOs.
- Organized pair and mob programming sessions and facilitated Event Storming across teams, personally investing 400+ hours of mentorship into junior engineers.
- Led technical and architectural team discussions and meetings.
- Shaped the team's technical interview process and participated in technical interviews.

Software Engineer II, Web Engineering | Mar 2019 - Jun 2022

- Co-built the company's customer-facing portal serving 5,000+ users, and continued to support it for 5 years (Next.js, Cloud SQL, Strapi, Looker, Okta).
- Created an internal system for managing and deploying syslog forwarders & log collectors into customer environments at scale, and continued to support it for 8 years (React, GraphQL, Firestore, Rancher, Kubernetes, Okta SSO).

Software Engineer, Engineering | Jan 2018 - Mar 2019

- Joined as an early engineer on the founding Engineering team, building the company's MVP security event data pipeline (Terraform, AWS Lambda, SQS, ElasticSearch/ELK, DataDog) ingesting over 1 million events per minute.

Active Logic Labs - Software Engineer | 2017 - 2018

Custom software development consultancy.

- Built thanks.io, a direct-mail automation platform that continues to be commercially active serving 5,000+ businesses (PHP, Laravel, Google Maps).
- Delivered custom software projects to small business clients in a timely and cost effective manner (PHP, Laravel).
- Learned conversational Spanish in under 6 weeks to lead a remote engineering team based in Central America.

Greymetal Technologies LLC - Owner-Operator | 2012 - 2017

IT services business.

- Built ASAP, a Clover point-of-sale integration for small prepaid mobile businesses, later licensed back to Sprint Prepaid Group.
- Provided networking and technical support services to small local businesses.

Freelance - 2008 - 2012

- Provided Web & Graphic Design services to help small businesses deploy and maintain WordPress and Joomla websites.

Education

- **University of Missouri–Kansas City** - Bachelor of Science, Computer Science; Minor in Business Administration
- **Metropolitan Community College – Longview** - Associate of Arts