

Fernando J. Soto

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Technical Skills

- Languages: C#, Python, Java, JavaScript, PHP
- Backend & APIs: ASP.NET Core, Flask, RESTful APIs
- Frontend: React, HTML, CSS
- Databases: SQL, MongoDB, Redis
- Testing: Cypress, Selenium
- Tools: Git, Bash

Work Experience

Software Engineer (Remote, US)

Paylocity | August 2024—Present | 3,000 req/s • 7.5x performance • 8x query reduction

- Optimized high-throughput APIs via profiling, SQL tuning, and business-logic refactors, achieving 7.5x performance gains and 8x query reduction.
- Designed and enhanced bulk Time Entry and Pay Type APIs, handling complex modifiers, validation-heavy edge cases, and versioned endpoint behavior.
- Prevented a high-impact regression affecting millions of users by identifying a configuration gap and driving a safer rollout strategy.
- Resolved critical production issues across validation, audit trails, payroll logic, and logging, improving system reliability for downstream teams.

Associate Software Engineer (Remote, US)

Paylocity | July 2022—August 2024 | 22.5% of user base covered

- Built automated test coverage for a product suite used by ~22.5% of users, improving release stability.
- Migrated testing from Selenium to Cypress, reducing flakiness and improving development speed.
- Identified and fixed a defect impacting 18% of users, restoring functionality.
- Established unit testing patterns and improved API documentation standards.

Software Engineer Intern (Remote, US)

Paylocity | May 2021—August 2021 | 15% page load improvement

- Improved page load performance by 15% by diagnosing and resolving critical frontend/backend issues.
- Implemented analytics tracking and contributed to database modernization efforts.

Education

Bachelor of Science in Computer Science and Mathematics
Dominican University—May 2022

Projects

Personal Lending Tracker | SQL, C#, RESTful API, React

- Engineered a full-stack system, evolving from a database-driven tool into API-first architecture.
- Designed a normalized SQL schema with stored procedures and triggers to ensure data integrity.
- Designed and implemented a RESTful API using service layer and DAO patterns for scalable logic.

Statement Generator | C#, Python, Web Scraping (Selenium, BeautifulSoup, Requests)

- Built an application to automate statement retrieval across service providers, reducing manual overhead.
- Developed resilient web scraping workflows to handle authentication flows and dynamic page structures.
- Designed reusable scraping patterns to support scalable onboarding of new providers.