

Hady Salam

Lead Full Stack Engineer | Frontend & Backend Developer | Web & Mobile Developer | Tech Lead

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Professional summary

Lead full-stack engineer with 8+ years delivering scalable web and mobile applications. Deep expertise in React, Next.js, Node.js and TypeScript, with a strong foundation in PHP, Bootstrap and jQuery. Polyglot across web and cross-platform stacks. Skilled at breaking down complex business logic into efficient, user-focused products. Experienced in system design, performance optimization, deployment pipelines, and mentoring engineering teams.

Technical skills

Frontend: React, Next.js, Gatsby, Nuxt, Vue, Angular, Astro, HTML, CSS, TypeScript, JavaScript, Tailwind CSS, Material UI, Mantine, Radix, Shadcn, Bootstrap, jQuery, Electron.
Backend: Node.js, Express, Laravel, PHP, WordPress, RESTful APIs, Microservices, Swagger.
Mobile: Ionic, React Native, Expo.
Databases: PostgreSQL, MySQL, SQLite, MongoDB
DevOps / Cloud: AWS, Azure, Firebase, Netlify, Vercel, Docker, Nginx.
Other / Tools: Git, GitHub, Jira, Lighthouse, Webpack, Vite, Cloudflare, Figma, Jest, Drizzle ORM, Mongoose, Power Platform, Microsoft Dynamics Business Central

Selected achievements

- Delivered and maintained enterprise applications serving 10M+ active users.
- Owned CI/CD and zero-downtime release processes across multiple products.
- Improved Core Web Vitals via targeted performance workbench (Lighthouse audits + optimizations) meeting top scores.

- Mentored junior and mid-level engineers; authored technical documentation and onboarding guides.
 - Built and shipped 50+ web and mobile products, from internal SaaS tools to customer-facing apps and PWAs.
 - Introduced TypeScript, automated testing (Jest), and CI checks across teams to raise code quality and reduce regressions.
 - Designed database schemas, indexing and migration strategies that improved query latency and reduced resource usage
 - Integrated enterprise systems and payment gateways (Microsoft Dynamics, CRM, Power Platform) and managed complex deployments (Azure, Vercel, Netlify, AWS).
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Experience

Full Stack Web Engineer

ET3Labs

Nov 2024 - Present · 10 mo

- Development, maintenance, and continuous improvement of enterprise in-house projects serving 10M+ active users using SQL, Next.js, Node.js, React, TypeScript, Shadcn.
- Monitored AWS logs, infrastructure metrics, Google Search Console, and Cloudflare insights to proactively detect, troubleshoot, and resolve issues before user impact.
- Engineered and maintained high-quality, high-performing web apps; prioritized performance and availability, leveraging Vercel for hosting where appropriate.
- Executed and launched regular product releases with zero-downtime rollouts, delivering on agile timelines and user expectations.
- Supported end-to-end deployment workflows: build preparation, staging validation, and production rollout to ensure stability with minimal disruption.
- Benchmarked performance and loading speed using Google Lighthouse; implemented improvements to ensure optimal Core Web Vitals and UX.
- Enhanced performance and scalability through code-level optimization, architectural refinement, and modern engineering practices (lazy loading, code splitting, efficient caching).
- Identified, diagnosed, and resolved complex technical issues and bugs, improving reliability and elevating user experience.
- Evaluated, introduced, and integrated emerging technologies to boost developer productivity, product stability, and maintainability.
- Mentored team members and peers on system design, coding standards, and tooling; actively resolved technical debt.
- Authored technical reports, runbooks, documentation, and detailed technical breakdowns to ensure knowledge sharing and maintainability.

- Maintained source control and CI/CD pipelines via GitHub, enforcing branch policies, PR reviews and automated checks.
- Managed sprint planning, backlog grooming, and weekly progress tracking in Jira; addressed blockers and ensured timely delivery.
- Contributed to strategic planning during quarterly/monthly sessions; aligned product roadmap with engineering priorities.
- Facilitated cross-department collaboration ensuring technical outputs met business and strategic goals.

Head of Full Stack Development

Coders

May 2023 - Nov 2024 · 1y 6mo

- Led full-stack development across web, mobile, and internal SaaS products (Project Management, Task Management, HR systems, Employee Portal).
- Developed responsive and dynamic websites using React, Next.js, Mantine, Material UI and pure Tailwind.
- Built and maintained in-house solutions: PM systems, HR portals and other internal tooling; ensured cross-device support (web & mobile).
- Implemented and utilized Azure, Power Platform, and Vercel for scalable deployments and automation.
- Developed and maintained cross-platform mobile applications using React Native & Expo.
- Used Electron to build PC inventory management software with dashboards for monitoring and controlling warehouse inventory counting processes.
- Created and consumed RESTful APIs applying microservices and clean architecture principles using Next.js and Node.js.
- Integrated Microsoft Dynamics Business Central, Microsoft CRM, and other third-party APIs for ERP/CRM synchronization and automation.
- Optimized web applications for speed, scalability, and security; implemented caching strategies and CDN integration.
- Integrated payment gateways for secure online transactions, ensuring PCI compliance and optimized checkout flows.
- Deployed Android and iOS apps to Google Play Store and Apple App Store, ensuring store guideline compliance.
- Conducted code reviews, provided mentorship, and ran developer onboarding to ensure best practices.
- Standardized TypeScript adoption for improved code quality and maintainability across large codebases.
- Implemented comprehensive testing with Jest for critical modules and maintained test coverage targets.
- Conducted performance profiling and optimization using Lighthouse and build tooling (Webpack).

- Implemented advanced authentication and authorization mechanisms including OAuth2 and JWT.
- Authored detailed technical documentation, architecture diagrams, and development guidelines.
- Managed hosting, domain configurations, DNS, and SSL/TLS certificate deployments.
- Designed and implemented database schemas using PostgreSQL; optimized queries and indexes for large datasets.
- Managed database backups, restores, and disaster recovery procedures.
- Ensured data integrity and consistency through transaction management and ACID-compliant patterns.

Full Stack Developer (Freelance)

Dec 2022 - Nov 2023 · 11 mo

- Built responsive and dynamic web pages using React, Next.js, Gatsby, Shadcn, Mantine, Material UI, Tailwind.
- Created and consumed RESTful APIs applying microservices and clean architecture principles using TypeScript, Node.js, Express, and Next.js.
- Managed hosting environments and domain configurations; utilized AWS Lambda, Netlify, Vercel for serverless and edge deployments.
- Integrated third-party APIs and back-end services; implemented payment gateway integrations and cloud platform integrations.
- Optimized web apps for speed, scalability, and security; implemented caching, CDN and asset optimizations.
- Developed and maintained cross-platform mobile applications using React Native and Ionic with compliances.
- Implemented CI/CD pipelines to automate build/test/deploy workflows.
- Developed Progressive Web Apps (PWAs) for improved web UX and offline capabilities.
- Implemented state management solutions using Zustand, Redux, React Context API depending on project needs.
- Ensured proper testing and coverage using Jest; conducted unit and integration testing where applicable.
- Conducted performance profiling with Lighthouse and optimized builds with Webpack/Vite.
- Implemented authentication and authorization (OAuth2, JWT).
- Collaborated closely with UI/UX designers to deliver intuitive interfaces and ensure pixel fidelity.
- Produced developer documentation and runbooks for handover and maintenance.
- Designed DB schemas and implemented with MongoDB and PostgreSQL; used Mongoose ORM and Drizzle ORM where suited.
- Optimized DB queries and indexes; ensured ACID compliance and robust transactions for critical flows.
- Implemented caching and CDN integration to reduce latency and load on origin services.

Full Stack Developer Team Leader

Netalive Technologies

Jan 2020 - Nov 2022 · 2y 10mo

- Developed responsive web pages and SPAs using Angular, React, Next.js, HTML, CSS, JavaScript, TypeScript, Bootstrap, jQuery, Tailwind.
- Created and consumed RESTful APIs applying microservices and clean architecture using Laravel, Node.js, Express.
- Integrated third-party APIs, back-end services, payment gateways and cloud platforms.
- Optimized web applications for speed, scalability, and security; performed audits and implemented remediation.
- Used Git and GitHub for source control and pull-request driven development.
- Configured, customized and developed WordPress themes and plugins using PHP and MySQL for custom features.
- Developed and maintained cross-platform mobile applications with React Native and Ionic.
- Deployed Android and iOS apps to stores and managed release pipelines.
- Implemented CI/CD pipelines and automated deployments.
- Conducted code reviews, enforced coding standards, and mentored junior developers.
- Integrated real-time features using WebSockets and Firebase for chat/notifications.
- Developed PWAs and improved offline resiliency and performance.
- Implemented state management using Redux and React Context API.
- Ensured testing coverage with Jest and performance profiling via Lighthouse/Webpack.
- Implemented authentication and authorization (OAuth2/JWT).
- Authored documentation and established development best practices.
- Managed AWS hosting and infrastructure, including environment setup and monitoring.
- Designed and managed database schemas in PostgreSQL; optimized queries, indexes, backups and recovery plans.
- Ensured transactional consistency and data integrity.

Full Stack Developer Team Lead

JA Square

May 2019 - Nov 2022 · 3y 6mo

- Delivered responsive frontends and SPAs using Angular, React, Next.js, HTML, CSS, JavaScript, TypeScript, Bootstrap, jQuery, Tailwind.
- Built backend APIs and services using Laravel, Node.js, Express applying microservices and clean architecture where applicable.
- Integrated third-party APIs, payment processors and cloud platforms to extend product capabilities.
- Improved application speed, scalability, and security through profiling and architectural changes.
- Used Git/GitHub for collaboration and version control.

- Developed custom WordPress themes and plugins using PHP/MySQL for complex client needs.
- Built and maintained cross-platform mobile apps with React Native and Ionic; managed store submissions.
- Implemented CI/CD automation and streamlined release workflows.
- Led code reviews and team mentoring; enforced code quality and testing processes.
- Integrated real-time functionality via WebSockets and Firebase services.
- Built PWAs to increase reach and offline functionality.
- Implemented state management solutions (Redux, Context API).
- Ensured test coverage with Jest and improved performance via Lighthouse/Webpack.
- Implemented OAuth2/JWT based authentication and secure authorization flows.
- Created technical documentation and onboarding guides.
- Managed AWS hosting environments, DNS, and deployments.
- Designed relational schemas in PostgreSQL; optimized for performance and reliability.
- Managed backup and disaster recovery processes.

Full Stack Developer (Freelance)

Jul 2015 - Feb 2018 · 2y 7mo

- Debugged and resolved issues across client websites, improving stability and performance.
- Integrated third-party APIs and backend services for client projects.
- Developed responsive web pages using MySQL, PHP, HTML, CSS, JavaScript, jQuery, Bootstrap, Tailwind.
- Built web applications using React and Node.js as stacks modernized.
- Worked with RESTful APIs to fetch and present data efficiently.
- Implemented performance optimizations and caching strategies.
- Used Git for version control and collaboration.
- Developed and customized WordPress themes and plugins to meet client needs.
- Managed and updated WordPress sites ensuring security and uptime.
- Implemented e-commerce features using WooCommerce and custom PHP integrations.
- Utilized PHP and MySQL for bespoke backend tasks.
- Ensured cross-browser compatibility and responsive design standards.
- Developed Android apps using Kotlin and integrated with APIs; handled Play Store submissions.

Education

B.S. in Information Technology - Industrial Technical Institute (ITI), Beirut (2015 - 2018)

Languages

- Arabic: Native
- English: Fluent