Justus Buyu *Full Stack Software Developer*

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Profile

Senior Full-Stack Software Engineer with 6+ years of hands-on experience designing, building, and deploying high-performance web applications across the JavaScript/TypeScript ecosystem. Proven track record of building end-to-end applications—from architecting scalable front-ends with React, Next.js, Remix, and React Native to building robust back-ends with Node.js, Hono, PostgreSQL, and MongoDB. Skilled in API integration (wallets, payments, third-party services), CI/CD pipelines (Docker, GitHub Actions), and cloud infrastructure (Railways, fly.io, Vercel), resulting in faster release cycles and performant applications. I'm passionate about building applications that make a difference and are a joy to users.

Professional Experience

Senior Software Engineer
Angaza Elimu

11/2024 – present
Nairobi, Kenya

- **Architected and launched** the Angaza CMS with React, delivering end-to-end subject and content management — including versioned revisions, instructor notes, and assessment workflows — enabling curriculum teams to author and iterate 40% faster.
- **Engineered a modular content-creation engine** supporting multiple-choice, drag-and-drop ordering, sortable lists, open-ended questions, and a rich-text editor with MathJax formula support, boosting question-authoring efficiency by 30%.
- **Led the migration of the student platform** from a traditional React build to Next.js, implementing server-side rendering and code-splitting to achieve a 50% reduction in time-to-interactive and a 35% uplift in core web vitals.
- **Partnered with cross-functional content teams** to integrate third-party frameworks (DALS Learning, H5P), expanding interactive content offerings by 60% and increasing overall platform engagement.
- **Designed and rolled out the Kalamu Student Portal** on Next.js— serving 80 000 daily active users—with features such as quizzes, automated marking, gamified learning cards, and animated mascots, driving a 20% increase in daily usage and maintaining 99.9% uptime.

Senior Software Engineer
Ovanova ⧉

05/2024 – 11/2024
North Carolina, USA

- **Led framework migration** from Next.js to Remix, noticeably boosting server-side rendering throughput by half and reducing page-load times.
- **Engineered dynamic dashboards** from Figma prototypes—incorporating interactive charts, complex forms, and data-rich tables—that elevated user engagement metrics by 25%.
- **Standardized UI toolkit adoption**, integrating TanStack Table, React Hook Form, Tailwind UI, and Remix utilities to streamline data workflows and marginally accelerate feature development.
- **Collaborated with cross-disciplinary teams**, partnering with electrical and site engineers to identify surface pain points and iterate on UX enhancements, cutting support tickets by 30%.
- **Orchestrated agile delivery**, overseeing sprint planning and task scoping to achieve 100% milestone completion.

Senior Software Engineer
Workpay Africa Limited ⧉

05/2022 – 05/2024
Nairobi, Kenya

- **Spearheaded HR platform expansion** by delivering key features—Dashboards, Leave Management, Exits, Roles & Permissions, Blocked Days, Time & Attendance, and advanced Settings—enabling entry into new markets and boosting feature adoption by 35%.
- **Optimized payroll configuration workflows**, introducing granular time-and-attendance settings that reduced client setup time from hours to under 15 minutes and increased payroll accuracy by 25%.
- **Revamped Roles & Permissions UI**, redesigning complex and slow company-wide settings into an intuitive interface that cut permission-granting errors by 50% and accelerated admin tasks.
- **Rebuilt employee exit flows**, streamlining offboarding processes to reduce exit processing time while maintaining full audit compliance.
- **Implemented payroll deductions and audit trails**, ensuring 100% capture of statutory and custom deductions and improving tracking of leaves and leave-approval turnaround by 35%.
- **Led internationalization of the payroll module**, architecting locale-aware date, currency, and language support to accelerate global rollout across four regions.
- **Collaborated cross-functionally** with backend engineers, UI/UX designers, and product managers to redesign dashboards, typography, and navigation, resulting in a 20% increase in usability scores and a 30% reduction in reported UI issues.
- **Authored comprehensive developer documentation** for utility functions and workflows, cutting new-hire onboarding time and enabling faster feature delivery.
- **Mentored peers and championed React ecosystem best practices**, hosting internal tech talks, mentored and on-boarded new hires, and led code reviews that improved code consistency by 25% and fostered team growth.

Lead Software Engineer
Sweeton Inc ⧉

07/2021 – 04/2022
Nairobi, Kenya

- **Spearheaded the development** of a real-time video/audio sharing platform—designing and delivering core features such as Rooms, Audio Places, Studios, and Comment threads.

- **Translated Zeplin designs into modular React components**, collaborating closely with UI/UX designers to ensure pixel-perfect fidelity and reusability across the application.
- **Optimized performance** by implementing lazy loading for media assets, paginated image galleries, and code-splitting strategies—reducing initial bundle size by 55% and improving Time to Interactive by 45%.
- **Integrated industry-standard libraries**, leveraging Redux for predictable state management and LiveKit for low-latency audio/video streaming, ensuring 99.9% uptime and sub-200ms stream setup times.
- **Partnered with stakeholders** to gather feedback on feature usability and performance, driving iterative enhancements that lowered streaming errors by 30% and improved overall user satisfaction scores.

Junior Software Engineer
Uzima health ⬚

01/2019 – 09/2021
Nairobi, Kenya

- Developed hospital management software using Node, MongoDB, Vue.js, and Vuex.
- Built radiology, triage, lab, and insurance modules to enhance operational efficiency with the other modules.
- Conducted on-site visits at pilot hospitals to install, monitor, and test the system.
- Optimized the application based on feedback to reduce bandwidth usage by 50%.
- Managed DevOps operations, deploying applications on Digital Ocean through Bitbucket integration.

Education

Bsc. Applied Computer Technology
USIU-Africa ⬚

08/2020 – 12/2022
Nairobi, Kenya

- 3.0 GPA

Bsc. Civil Engineering Engineering
Technical University of Kenya

01/2013 – 05/2015
Nairobi, Kenya

High School Diploma
Kanga High School ⬚

01/2008 – 10/2011
Migori, Kenya

- A Plain.