# RUSSELL HAYES

Software Engineer 🧑‍🌾 | Hobby Farmer 🐗

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## SKILLS

**Javascript | Node.js | Elixir | GoLang | REST | GraphQL | MongoDB | PostgreSQL | Git | RabbitMQ | Redis | Docker | AWS | React | Typescript | Datadog | Jira**

## EXPERIENCE

### SmartRent, Scottsdale, ARIZONA (Full-stack Remote) — March 2020 - April 2025

- Developed and maintained core customer-facing enterprise applications using React, Elixir, and PostgreSQL, ensuring scalability, and reliability
- Led the end-to-end development of several high-impact, revenue-generating products, taking them from concept to planning, design, development, and successful deployment
- Integrated third-party services and APIs to extend application functionality, optimizing performance, and user experience
- Maintained compatibility across multiple application services
- Collaborated with clients on seamless API integrations
- Designed, developed, and maintained RESTful APIs (internal and external) using Elixir and Node.js, driving efficiency and improving system integration
- Implemented sockets, messaging queues, and background jobs to build high-performance applications and deliver smooth, responsive user experiences
- Leveraged logging best practices and observability tools like Datadog to debug issues and monitor usage across multiple deployments
- Consistently updated and maintained internal and external documentation to ensure clarity for both technical and non-technical users and contributors
- Worked closely onboarding new team members, helping to create an open and friendly work environment
- Performing regular code reviews to uphold code standards and maintainability
- Implemented and maintained comprehensive unit and end-to-end tests, enhancing code coverage and minimizing bugs
- Worked extensively with PostgreSQL, designing and updating schemas via backward-compatible migrations to ensure smooth database transitions
- Collaborated with cross-functional teams (product, design, and engineering) through Jira, Kanban workflows to quickly clarify objectives and streamline development
- Partnered with QA teams to thoroughly test and validate new products, ensuring seamless deployments
- Contributed to bi-weekly sprint releases, participating in product deployment and monitoring post-release performance

### SIBI, GILBERT, ARIZONA (Backend) — January 2018 - March 2020

- Developed automated data ingestion services using AWS, improving processing efficiency
- Contributed to a full backend architecture overhaul, transitioning from a REST/SQL stack to a modern GraphQL/MongoDB solution for improved flexibility
- Quickly learned and applied Go (Golang) to enhance performance of data ingestion pipelines and develop efficient micro-services.
- Designed and implemented scalable distributed systems using Node.js, GraphQL, MongoDB, and Docker, ensuring high availability and fault tolerance across services
- Collaborated directly with clients to integrate APIs, delivering reliable, secure, and customized integration solutions
- Built and maintained robust GraphQL APIs, including schema design, model creation, and resolver logic to support fluid data queries
- Designed and developed internal and external RESTful APIs
- Performed regular code reviews to enforce coding standards, improve code quality, and mentor team members
- Improved backend stability by implementing thorough unit and integration test coverage, reducing bugs and deployment issues
- Worked closely with product managers and cross-functional teams in an Agile environment to quickly deliver value through iterative development

**KNIGHT TRANSPORTATION, PHOENIX, ARIZONA — August 2014 - September 2017**

- Managed payroll for driving associates (5,000+ drivers)
- Problem solve and streamline for errors in complex payroll systems
- Communicate with and assist frustrated employees with payroll concerns
- Recruit drivers to work for Knight Transportation
- Building rapport with potential employees
- Manage hiring and training process for new employees
- Organize new hire documents (drug screening, background check, confidential documents, etc)
- Maintained contact and follow-up with applicants and current employees

# EDUCATION

**DEVMOUNTAIN, PHOENIX, ARIZONA - AUG-NOV 2017**
>Completed thirteen week full-stack web-development course

**BRIGHAM YOUNG UNIVERSITY, REXBURG, IDAHO- 2014-2015**
>Working towards a Bachelor of Arts degree in business management with a focus of marketing

**ESTRELLA MOUNTAIN COMMUNITY COLLEGE, GOODYEAR, ARIZONA-2008**
>General studies, Photography

**GLENDALE COMMUNITY COLLEGE, GLENDALE, ARIZONA -2007**
>Photography