

GABRIEL CRUZ

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PROFESSIONAL SUMMARY

Software developer with 4+ years of experience building scalable cloud-native applications, automation systems, and LLM-powered solutions for enterprise clients. Shipped features across Payroll/HR tech, telecom, and higher-ed platforms serving millions of end users, with automation and AI-driven tooling saving users thousands of operational hours annually.

TECHNICAL SKILLS

Languages – JavaScript, TypeScript, Java, PHP, Python, C++, C#, SQL, NoSQL, HTML, CSS, Tailwind.

Frameworks & Libraries – React, Redux, Angular, Spring Boot, Node.js, Next.js, LangChain, Stripe, OpenAI API, FastApi.

Databases – MySQL, PostgreSQL, MongoDB, Firestore.

Tools & Platforms – Git, Github, Gitlab, Jira, NPM, Webpack, Firebase, Docker, CI/CD, Vercel, AWS, RAG, Terraform.

PROFESSIONAL EXPERIENCE

Software Developer IV — Paycom

Irving, Texas | June 2025 – May 2026

- Designed and shipped 5+ automation features for Paycom’s onboarding platform, serving 36,000+ client organizations from small business through Fortune 500 companies.
- Automated employee data flow across Applicant Tracking, Background Checks, and Onboarding modules, eliminating 80% of manual re-entry and cutting average HR processing time per new hire.
- Mentored junior software developers through code reviews, technical guidance, and collaborative debugging sessions, improving development velocity, code quality, and adherence to engineering best practices across the team.
- Streamlined the rehire workflow for Paycom, removing manual PAF submissions and saving client HR teams an estimated 1,000+ hours annually across the client base.

Software Developer III — Paycom

Irving, Texas | May 2024 – June 2025

- Led design and delivery of a new onboarding email communications module, automating 100,000+ new hire emails per month with a configurable scheduling system built in React.
- Architected a web-queue-worker system that orchestrated thousands of concurrent asynchronous email processes, boosting application throughput and enabling real-time email delivery.
- Built backend APIs in PHP and a React dashboard for managing communication configurations, reducing manual email coordination time for HR teams by 60%.

Software Developer II — Paycom

Grapevine, Texas | January 2023 – May 2024

- Led automation of international onboarding workflows across five countries, dynamically rendering country-specific forms using an MVC architecture with PHP backend and JavaScript frontend, which streamlined the onboarding process and reduced manual setup effort.
- Authored detailed product specifications and translated cross-functional stakeholder and user feedback into clearly scoped engineering requirements, accelerating feature delivery cycles and reducing requirement ambiguity during development.
- Designed, normalized, and optimized MySQL database schemas and query performance for high-traffic onboarding endpoints, improving average read response times by an estimated 40%.

Application Developer — University of Houston, Enterprise Systems

Houston, Texas | October 2021 – December 2022

- Developed and maintained backend services built in Java and user interfaces with JavaScript for campus web applications used daily by 47,000+ students and 3,000+ faculty.
- Modernized the UI/UX of the course marketplace and student information dashboard, improving navigation, accessibility, and visual consistency.
- Integrated PeopleSoft campus solution software with custom-built tools and tuned PostgreSQL schemas, improving query performance on high-volume endpoints.

Software Engineer Intern — T-Mobile

Frisco, Texas | May 2022 – August 2022

- Shipped a feature on T-Mobile’s 5G Coverage Map that let chat support agents pinpoint customers’ approximate locations, reducing average call-handle time. Wrote Spring Boot APIs and an Angular dashboard component to render the coordinates.
- Authored an internal JavaScript library that simplified API authorization across T-Mobile services, adopted by 10+ teams and saving an estimated 200+ hours of boilerplate code. Bundled with Webpack and published as an internal NPM package.

EDUCATION

Bachelor of Science in Computer Science — University of Houston

Houston, Texas | August 2020 – December 2022