

# Saad Sultan

Full-Stack Engineer

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## PROFESSIONAL SUMMARY

Full-stack software engineer with 6+ years of experience building scalable SaaS platforms and production systems using TypeScript, Node.js, Vue.js, PostgreSQL, and MongoDB. Experienced in delivering end-to-end product features across frontend and backend, including component architectures, REST APIs, async workflows, billing systems, integrations, AI-powered document processing, and complex domain logic. Strong product engineering mindset with proven ability to design and deliver large platform capabilities while improving reliability, maintainability, and developer productivity.

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## WORK EXPERIENCE

### Curia (via Remotabase)

Remote

#### Full-Stack Engineer

Feb 2025 – Present

- Contributed to the platform's dynamic report template system - worked on draft/publish workflows, version history, conditional rule evaluation, per-state template configuration, and report calculation consolidation.
- Contributed to a WYSIWYG report template editor built on Tiptap, implementing custom Node extensions for conditional content blocks and dynamic merge tags, visibility condition builders, and editor preview modes.
- Extended Stripe billing infrastructure with account-level plan management UI and differentiated pricing logic for standard vs complex contract reviews.
- Extended the automated document processing pipeline - built new processing tasks, added timeout safeguards, and designed a real-time task progress tracking API used by the frontend for live status indicators.
- Designed transfer duty and surcharge duty calculation engines with database-driven rule storage, allowing business rules to be updated without code changes.
- Built OAuth-based CRM integration (TriConvey) with token management, rate limiting, automated contact synchronisation, and soft-delete handling.

### Qureos (via Remotabase)

Remote

#### Software Engineering Manager

Jan 2024 – Jan 2025

- Iterated on 'Iris', the AI candidate recommendation engine, through multiple algorithm versions, migrating from ChromaDB to Weaviate to Elasticsearch and reducing search latency from ~60 seconds to near-real-time across millions of profiles.
- Built a multi-channel outreach campaign system from the ground up supporting LinkedIn (SalesRobot) and email (Nylas) channels with multi-step sequences, scheduling with timezone support, and real-time campaign analytics.
- Designed and executed a zero-downtime storage migration from AWS S3 to GCS for a platform serving ~6 million users, replacing the proposed bulk database update with a backend URL transformation layer to eliminate migration risk and reduce cross-cloud infrastructure costs.
- Built the applicant tracking system with configurable pipeline stages, automated status transitions, and event-driven triggers linking outreach, AI interviews, and job applications.
- Led and mentored engineers building an AI-powered recruitment platform serving millions of candidate profiles across the MENA region.

#### Senior Software Engineer

Jan 2022 – Dec 2023

- Architected and built the initial version of 'Iris', an AI-powered candidate recommendation engine using OpenAI embeddings and ChromaDB vector database, establishing the foundation for matching job posts against millions of candidate profiles.
- Built a rate-limit-resilient AI service layer with round-robin key rotation across 30+ OpenAI API keys, automatic retries with exponential backoff, and centralised request management, enabling reliable high-throughput AI processing across real-time and background workloads.
- Built subscription cancellation flows handling cascading disenrollment from learning paths and masterclasses, and implemented credits carry-over logic on subscription renewal within the platform's Stripe billing system.
- Built the Learning Management System (learning paths, masterclasses) with cohort-based programs, task management, live session scheduling with ICS calendar events, and certificate generation.
- 2nd highest contributor across the entire codebase (~1,984 of ~10,100 total commits) over 3 years.

### Xavor Corporation

On-site / Hybrid

## Senior Software Engineer

Jul 2021 – Dec 2021

- Turned around a high-friction client engagement by stabilising failing integrations and rebuilding trust through consistent delivery and clear incident communication.
- Took ownership of all xEngine client integrations after team restructuring, serving as the primary point of contact and managing end-to-end delivery with minimal supervision.
- Contributed to early development of a cloud-hosted xEngine (iPaaS-style) using .NET Core, including re-architecting components and designing a marketplace-based approach for connector management.

## Software Engineer

Jun 2019 – Jun 2021

- Built and maintained configurable data pipelines synchronising data across PLM (Agile PLM), ERP (Dynamics AX/365, SAP, NetSuite), and CRM (Salesforce) systems, supporting 1-to-1 and 1-to-many workflows.
- Designed and implemented multiple ingestion and delivery strategies including REST/SOAP APIs, SFTP file polling, push-based APIs, and Azure Blob Storage uploads for GB-scale file transfers.
- Implemented OAuth 2.0 authentication (Okta) and role-based access control for Xavor's Document Repository Application, covering both frontend and backend changes.

## TECHNICAL SKILLS

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**Languages:** TypeScript, JavaScript, PHP, C#, Java, C++

**Frontend:** Vue.js, React, Next.js, Tailwind CSS, HTML5, CSS3, Heroicons

**Backend:** Node.js, NestJS, Express, CodeIgniter, .NET Core, REST APIs

**Databases:** PostgreSQL, MongoDB, MySQL

**Cloud & Integrations:** Microsoft Azure (AZ-204), AWS, Google Cloud Platform, Elasticsearch

**AI & Data:** OpenAI APIs, Prompt Engineering, Vector Databases (ChromaDB, Weaviate)

**Tools & Platforms:** Docker, Git, Postman, DBeaver, MongoDB Compass, Stripe, Tiptap, Clerk, Auth0, SendGrid, Nylas, Sentry, NewRelic

## EDUCATION

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### BS Computer Science

Aug 2015 – Jun 2019

FAST – National University of Computer & Emerging Sciences (NUCES)

Lahore, Pakistan

CGPA: 3.45

- Named in Dean's Honor List in 4 semesters

## CERTIFICATIONS

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### Microsoft Certified: Azure Developer Associate (AZ-204)

Jun 2021 – Jun 2023

Microsoft

[https://www.credly.com/badges/5fad78a6-1df3-4f4c-8c8f-64b1d67620de/public\\_url](https://www.credly.com/badges/5fad78a6-1df3-4f4c-8c8f-64b1d67620de/public_url)

## PUBLICATIONS

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### Dynamic Cloud Resource Allocation

Nov 2019, Karachi

8th International Conference on Information and Communication Technologies (ICICT) – IBA

<https://ieeexplore.ieee.org/document/9001996>

## AWARDS & ACHIEVEMENTS

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### Winner - Remotebase Tech Hackathon

July 2023

Led a team of 5 engineers to build an AI-powered interview preparation platform. Designed the prompt architecture enabling the system to generate interview questions from a candidate's resume and job description. Built an AI-driven interview workflow that analyzed candidate responses, generated contextual follow-up questions, and determined interview completion. Implemented structured report generation summarizing candidate performance and responses. Developed a working MVP demonstrating an automated interview preparation system with potential extensions for AI-assisted hiring workflows.