SYED SHAHBAZ HUSSAIN

Senior React Native Developer

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PROFESSIONAL SUMMARY

Senior React Native Developer and Associate Software Architect with 7+ years of experience building, scaling, and modernizing enterprise iOS and Android applications. Built the FlowHCM enterprise HR app from scratch and grew it to 200K+ daily active users across 8+ countries. Experienced in React Native New Architecture (Fabric, TurboModules), TypeScript, Redux, Firebase, REST APIs, performance optimization, and end-to-end App Store and Google Play releases. Open to full-time remote or onsite roles.

KEY ACHIEVEMENTS

- Built and scaled the FlowHCM enterprise React Native app to 200K+ daily active users and 400K+ downloads, serving 1300+ clients across 8+ countries.
- Migrated a large legacy React Native codebase to the New Architecture (Fabric and TurboModules), improving performance and scalability.
- Contributed to an award-winning product: FlowHCM won the P@SHA ICT Awards twice and was runner-up (2nd) at APICTA 2023, receiving a Merit Award.

TECHNICAL SKILLS

Mobile: React Native, React Native New Architecture (Fabric, TurboModules), Expo, EAS Build, iOS, Android, React, React Hooks

Languages: TypeScript, JavaScript (ES6+)

State management and navigation: Redux, Redux Toolkit, Zustand, Context API, React Navigation, Expo Router

APIs and backend: RESTful APIs, Axios, Firebase (Authentication, Cloud Firestore, Storage, Cloud Messaging, App Check), Node.js, Next.js

Supporting backend exposure: .NET, SQL/MySQL for mobile-backend integration: working exposure

Mobile security: SSL/TLS pinning, root/jailbreak detection, risk-analysis checks, Keychain secure storage

Native features: Push notifications (FCM), Google Maps, geolocation, biometric authentication (Face ID, Touch ID), Microsoft Entra ID single sign-on (SSO), QR code login, camera, voice recognition, OTA updates, offline storage (SQLite, AsyncStorage)

UI: Reanimated, charts and graphs, theming, localization (i18n, RTL), accessibility, pixel-perfect UI with Flexbox

Engineering practices: Mobile app architecture, performance optimization, code reviews, mentoring, unit testing (Jest, Vitest), CI/CD, crash reporting, Git, GitHub, Agile/Scrum, Jira, client communication, task estimation

App distribution: Google Play Console, App Store Connect, app signing, release management

WORK EXPERIENCE

Associate Software Architect (Senior React Native Developer)
Impetus Systems | Mar 2020 to Present

- Built the flagship FlowHCM mobile app from scratch in React Native and lead its development across Android and iOS, supporting enterprise HR operations for large-scale clients.
- Contribute to Xorofy's React Native recruitment app for candidate applications, recruiter approvals, and interviews.
- Work on FlowFiz's React Native mobile client for personnel records, face-photo capture, device management, and area transfers.
- Implemented Google Maps with geolocation restrictions, Face ID and Touch ID, push notifications (FCM), QR code login, voice recognition, charts, theming, localization, OTA updates, Microsoft Entra single sign-on (SSO), and Firebase App Check.

- Implemented mobile security controls in FlowHCM, including SSL/TLS pinning, root and jailbreak detection, risk-analysis checks, and secure storage using Keychain.
- Led architecture modernization and performance optimization, including the migration of a large legacy React Native codebase to the New Architecture and its refactoring toward current best practices.
- Make mobile architecture decisions, review code, and mentor developers on the mobile team.
- Communicate with clients and estimate mobile development tasks.
- Manage end-to-end releases on Google Play Console and App Store Connect, including signing, uploads, release creation, and maintenance, with CI/CD and crash reporting.
- Worked with backend teams on mobile integration, with supporting exposure to .NET and SQL/MySQL.
- Collaborate with backend, QA, UI/UX, and product owners in Agile/Scrum sprints using Jira to deliver scalable mobile features.

Junior React Native Developer
Isekai Technologies | Aug 2019 to Feb 2020

- Built pixel-perfect UI components for iOS and Android with React Native.
- Worked with class components, lifecycle methods, and legacy state management, and contributed to refactoring toward functional components and React Hooks.
- Integrated RESTful APIs and collaborated with backend teams to deliver stable mobile features.

PROJECTS

Independent Android apps on Google Play, built with React Native, Expo, and EAS Build. Developer page: https://play.google.com/store/apps/dev?id=9053949592907303798

- **ColorSnap: Color Identifier** (TypeScript, Expo, camera). Live color picking with four image-sampling methods and seven sample sizes, color formats, and palettes.
- **PDF Tools** (TypeScript, Expo Router). Merge, split, compress, and password-protect PDFs, on-device OCR with ML Kit, and 20 languages with RTL support.
- **Expiry Notifier** (Firebase Authentication, Cloud Firestore, Storage, and App Check). Expiry reminders and XLSX, CSV, and PDF reports.
- **HydroFast** (TypeScript, Zustand, Expo Router, Reanimated). Water and fasting tracking, an Android home-screen widget, and actionable notifications.
- **Also on Google Play:** QR Code All In One (barcode scanning, biometric lock), Quit Smoking Tracker (i18n, 9 languages), Quit Sweet (SQLite, Jest), and Tic Tac Toe (minimax AI).
- **Support Mail API** (Next.js, Node.js, TypeScript, Zod, Upstash Redis, Vitest, GitHub Actions). Validated, rate-limited support backend for the apps.

EDUCATION

BS Software Engineering | Indus University | 2015 to 2019

Intermediate | Govt. National College | 2013 to 2015

CERTIFICATIONS

- Microsoft Technology Associate (MTA): Introduction to Programming Using JavaScript (Exam 98-382) | Microsoft | Oct 2021
- Scrum Foundation Professional Certificate (SFPC) | CertiProf | Mar 2021 to Mar 2023
- Remote Work and Virtual Collaboration Certificate (RWVCPC) | CertiProf | Mar 2021 to Mar 2023

PUBLICATIONS

- Blockchain Beyond Bitcoin: Blockchain Technology Challenges and Real-World Applications | IEEE iCCECE | 2018