

JOSHUA PALING

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PROFESSIONAL PROFILE

I'm a **full stack** web developer, with **12 years** programming experience.

I have experience across the **full lifecycle** of web apps, from meeting with clients to scope requirements, through to database design, both frontend and backend web development, managing server configuration and deployment, and long term code maintenance.

I'm extremely **conscientious**. I write good quality, readable/maintainable, bug-free code, and focus on effectively managing technical debt.

Each project is an opportunity to build upon my collection of **best practices** and great example code, to make future projects easier, better, and more enjoyable.

I'm easy to work with and am comfortable meeting with **non-technical stakeholders** to develop technical specs.

KEY SKILLS

Web application development (Ruby on Rails specialist)

Expert experience

- Ruby on Rails
- RSpec
- HTML5, CSS3 / SASS
- SQL (Postgres & MySQL)

Strong experience

- Javascript
- ReactJS
- jQuery
- Gulp

- D3
 - Flexbox
 - Ansible
 - Capistrano
 - Continuous Integration (BuildKite, TravisCI)
 - Laravel
 - CakePHP 2
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PROFESSIONAL EXPERIENCE

Senior Software Engineer, Peopleplan

2016 – present

I worked in an agile team, developing a multi-tenanted xAPI-compliant Learning Management System.

(Rails, Laravel, React, jQuery, Postgres, Mongo, xAPI - <https://experienceapi.com/overview/>)

Founder, Technical Director/Developer, BBL Digital

2012 – 2016

I led the technical side of BBL Digital, both meeting with clients to scope out requirements for technical projects, building / maintaining web applications, and overseeing the work of contractors and junior developers.

www.themanchallenge.com.au: Event-based online health and fitness program for men. I met with the client to scope out technical requirements, wrote the majority of the code, and have maintained the codebase since the site launched in early 2015.

(Rails, React, Reflux, jQuery, Postgres)

www.thebigvault.com.au: Bespoke Employee Relationship Management system for Brand Influence Group. Among other functions, the system automatically manages the delegation of time- and location-sensitive jobs to BIG's several hundred casual employees, each of whom have unique and potentially variable hours of availability. The system has drastically decreased the amount of manual admin work required to allocate jobs to employees, improved issues regarding employee reliability and accountability for allocated jobs, and improved visibility / transparency with regards to how BIG measures employee performance.

I was the sole developer involved in the project, and was the client's primary point of contact since the project's initial inception at the start of 2013.

(Rails, jQuery, MySQL)

Freelance Web Developer

2008 – 2012

Software Developer, Lokanet

2004 – 2008

COMMUNITY

I'm involved in the Sydney and Australian Ruby community:

- Co-organiser of **Sydney ruby meetups**
- **Ruby Conf 2016**: head of volunteers
- **Ruby Conf 2015**: spoke (<https://rubyconf.eventer.com/rubyconf-australia-2015-1223/feeling-like-a-better-developer-aka-overcoming-impostor-syndrome-by-joss-paling-1729>), and also organised the Rails Girls Next workshop.
- **Ruby Conf 2014**: Co-organiser and mentor at the Rails Girls Next workshop. Wrote one of the three exercises (<http://guides.railsgirls.com/ruby-atm>) for the workshop.
- Mentored and spoken at various other community events