

Gustavo Perez

Software Developer | HR, Payroll, Attendance & Integrations

Maracaibo, Venezuela | gustavo@gustdev.com | Portfolio: gustdev.com | GitHub: github.com/gustavoperezc | Bilingual: English / Spanish

PROFESSIONAL SUMMARY

Bilingual software developer with full-stack experience since 2010 and specialized experience since 2018 in HR, payroll, attendance, business systems, integrations, reporting, automation, payroll schema development, and business rule configuration. Experienced in developing and supporting PHP-based payroll and HR applications integrated with SAP SuccessFactors and other HR/finance platforms, including attendance rules and workflows, legal reports, bank files, payslips, regular reports, APIs, integrations, financial outputs, and client-specific implementation requirements. Currently involved in technical leadership, service coordination, client delivery, task follow-up, and personnel management responsibilities across support, implementation, and development workflows.

CORE SKILLS

Languages & Core:	PHP, JavaScript, Python, C#, SQL, HTML/CSS
Frameworks & Frontend:	Laravel, CodeIgniter, Django, Vue.js, PrimeVue, Tailwind CSS
Database & Infrastructure:	MySQL, AWS EC2, Ubuntu Server, Nginx, PHP-FPM, Git, Linux
Business Systems:	Payroll Systems, HR Systems, Attendance Systems, Payroll Schema Development, Business Rule Configuration, Reporting, Workflow Automation
Integrations & Finance:	SAP SuccessFactors Integration, BambooHR Integration, HR/Payroll Data Integrations, Financial System Outputs, General Ledger Integration, API Development, Bank Files, Legal Reports, Payslips
Security & Delivery:	Web Security Testing, Access Control, Request Validation, Server Hardening, Agile/Scrum Training

PROFESSIONAL EXPERIENCE

Technical Lead & Project Coordinator	2023 - Present
- Lead technical coordination, service delivery, task follow-up, and personnel management responsibilities across support, implementation, and development workflows. - Design, develop, and maintain payroll schemas, attendance rules, business logic, calculation processes, and client-specific system rules for international HR/payroll implementations. - Lead and support payroll, HR, attendance, reporting, financial integration, and system improvement initiatives for international clients. - Coordinate requirements, testing, issue resolution, client communication, and cross-functional work between support, implementation, and development teams. - Perform root-cause analysis for complex issues involving payroll calculations, attendance rules, reports, integrations, data validation, access control, and business workflows.	
Software Developer & Implementation Specialist	2018 - 2023
- Developed and maintained PHP-based payroll and HR applications, including payroll calculation logic, attendance workflows, business rules, reporting modules, data validation processes, and client-specific implementation requirements. - Built and supported payroll-related outputs and integrations, including SAP SuccessFactors integrations, BambooHR integration, financial system integrations, bank files, legal reports, payslips, regular reports, APIs, and general ledger outputs. - Led and supported implementations for clients across Trinidad and Tobago, Barbados, Bermuda, Bahamas, St. Lucia, Dominican Republic, Chile, Dominica, St. Vincent, Guyana, Costa Rica, Guatemala, and the Cayman Islands. - Worked across backend, frontend, databases, reports, integrations, deployment support, troubleshooting, testing, and client-facing delivery.	
Freelance Web Application Developer	2010 - 2018
- Built custom web applications for small businesses and independent clients, working across backend, frontend, databases, and deployment. - Developed practical solutions using PHP, JavaScript, SQL, HTML/CSS, C#, and related technologies, gaining early experience in full-stack development, client communication, and business-focused software delivery.	

ADDITIONAL INFORMATION

- Remote work setup: high-end desktop workstation with 3-monitor setup, MacBook Air M4 for portable work, 1Gbps fiber internet, and backup power supplies for work continuity.
- Communication: bilingual English/Spanish, experienced with international clients, technical teams, support teams, and non-technical stakeholders.