

Shady Alzayat

Engineering Leader / Hands-On Full-Stack Builder

emailshady@gmail.com | (415) 831-7800 | [linkedin: @shadyalzayat](#) | [github: @salzayat](#)

I build software for critical real-world use cases: restaurants, delivery, healthcare, hospitality, payments, support, and internal tools. I have led teams as large as 40+ engineers, but I have usually stayed close to the code, the architecture, and the product tradeoffs.

Most of my recent work has been in React, Node.js, AWS Serverless, mobile and web platforms, payment systems, CI/CD, support automation, and practical AI features for operating teams.

Core strengths: Engineering leadership, full-stack architecture, React, TypeScript, Node.js, AWS Serverless, React Native, Firebase, mobile/web platforms, payments, PCI DSS, HIPAA, CI/CD, event-driven systems, AI workflows, startup execution.

Founding Engineer, Appetier.com, San Francisco, MAR 2025 - Present

- Built the Appetier restaurant platform from the ground up, including product, frontend, backend, infrastructure, and user feedback.
- Designed features around the real work restaurants do every day: operations, automation, decision support, and floor-level problem solving.
- Moved between product and engineering as needed, turning rough ideas into working software and improving them through user feedback.

VP of Software Engineering, Tillster, Los Angeles, JUL 2021 - MAR 2025

- Led a 40+ person engineering team across web, mobile, and cloud, including hiring, mentoring, architecture, delivery, and performance standards.
- Continued shipping production code in React, Node.js, and AWS Serverless while leading the broader engineering organization.
- Improved frontend performance by 30% through React and TypeScript profiling, caching, and rendering cleanup.
- Cut deployment rollout time by 50% by tightening CI/CD, QA automation, release checks, feature flags, and rollback practices.
- Designed event-driven backend services and dispatch/fleet apps for ordering, routing, driver utilization, and support workflows as usage scaled.
- Architected card payments infrastructure and led PCI DSS work covering encryption, tokenization, chargebacks, and audit readiness.
- Launched AI support agents that connected to POS and order-status systems to reduce repetitive support work and expedite answers for customers.

Head of Engineering, Atlas Mental Health, San Francisco, NOV 2019 - NOV 2020

- Served as founding engineering leader for mobile, web, and cloud products used by 300k+ students and counselors.
- Built and shipped a HIPAA-compliant mental health product in under six months.
- Developed rich-media group chat, community workflows, access controls, and privacy-sensitive user experiences.
- Shipped full-stack features in React Native Web and Firebase, with event-driven patterns to improve reliability and control costs.

VP of Engineering, Sarment, San Francisco, JUL 2018 - OCT 2019

- Led a distributed engineering team while remaining hands-on across React Native, Node.js, and Python.

Developer Relations Engineer, PowWow Mobile, San Francisco, JAN 2017 - MAY 2018

- Built prototypes, training tools, and integration modules for Fortune enterprise clients, transforming legacy applications.

Sr Web Developer, OpenVPN, Pleasanton, JAN 2015 - JAN 2017

- Led end-to-end development of PrivateTunnel.com and companion mobile applications.

General Manager, ConnectionsSF by Club Quarters, San Francisco, JAN 2012 - NOV 2014

- Managed hospitality operations while modernizing customer and internal workflows with Angular frontends, Salesforce APIs, digital marketing systems, and 3D virtual tours.

CO-Founder and CTO, Blade Runner Tools, San Francisco, SEP 2009 - DEC 2011

- Co-founded a mobile-first B2B startup focused on logistics and delivery for stone fabrication and diamond tools.
- Built e-commerce and route management systems using Ruby and MongoDB, along with native iOS and Android applications.
- Owned product, technology, operations, tooling, and customer-facing workflows from concept through production.

Sr Programmer/Analyst III, UCSF Medical Center, San Francisco, APR 2004 - SEP 2009

- Led critical care application development supporting emergency and ambulatory patient services.
- Built HIPAA-compliant web applications, secure on-call messaging, and clinic call-center systems.
- Implemented digital signage and alert interfaces used during Code Blue, Acute MI, and disaster recovery events.