

CURTIS J. GIBBY

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EXPERIENCE

Sr. Software Engineer, Backend

BambooHR, Draper, Utah. March 2021-Present.

- Served as Tech Lead across multiple product teams, acting as the engineering voice in BambooHR's Product Trio (PM / Designer / Eng Lead), owning technical feasibility and driving delivery for multi-year initiatives
- Led the General Ledger accounting integration expanding BambooHR's total addressable market and enabling a new revenue stream; built the first substantive OpenAPI documentation for the Payroll Services API and trained the payroll division on it
- Delivered cross-division technical training on AI-assisted development (Windsurf IDE, MCP servers); evaluated updated developer tools, made recommendations, and developed workflows before wider organization-level rollouts
- Conducted technical interviews for ~64 engineering candidates, coordinating surrounding logistics (prep, debrief, handoff) across the full hiring pipeline

Owner/Developer

Match The Memory, Lehi, Utah. October 2009-Present.

- Developed own idea for customized online memory game using user-generated content, resulting in tens of thousands of impressions per day, hundreds of thousands of games
- Created site using PHP, MySQL, HTML, CSS, Canvas and jQuery (later updated to Vue)

Senior Developer

Sound Concepts, Inc. / Verb Technology, Inc., American Fork, Utah. February 2010-March 2021.

- Lead teams of developers in creating and maintaining patented SAAS products supporting millions of users across hundreds of clients
- Built APIs for consumption by third parties, mobile apps, and internal programs
- Mentored junior developers, created documentation, architected systems in multiple languages
- Implemented best practices with regard to code branching, peer reviews, automated tests, CI/CD

Web Programmer

Rocky Mountain Printing/RM Plus, Orem, Utah. October 2008-February 2010.

- Managed day-to-day operations of web-to-print storefront site
- Developed new functionality for customers and site administrators using LAMP stack
- Implemented new web services and products while designing sites to clients' specifications

Producer

ABC4 News (KTVX), Salt Lake City, Utah. September 2004-October 2008.

- Produced news programs and supervised writing of associate producers
- Coordinated production with director, anchors, reporters, video editors, etc.
- Updated Web site with text, photos, video, podcasts and other content-based links
- Built new Web pages for redesigned ABC4.com site
- Trained new employees to use computer and web applications

Associate Producer/Overnight Assignment Editor

ABC4 News (KTVX), Salt Lake City, Utah. August 2003-September 2004.

- Wrote stories for weekday morning news program
- Produced local cut-ins during Good Morning America
- Monitored breaking news situations and sent personnel when needed

Web Editor

Espacio de Vinculación, Mexico City, Mexico. April 2003-June 2003.

- Managed content and wrote for Web site of organization affiliated with Televisa network
- Created guide to content update system for future Web editors

Associate Web Editor

BYU NewsNet, Provo, Utah. August 2002-April 2003.

- Maintained university news organization's integrated Web site
- Managed news content from print, radio, television, photo, and live webcasts

SKILLS AND LANGUAGES

- Create standards-compliant web sites and APIs using PHP (including frameworks), MySQL, JavaScript (including Node, React, and Vue), Python, and other languages
- Use Claude, Codex, Windsurf, VS Code, MCPs, AWS, Linux CLI, Git, GitHub, Jira, Postman, Newman, Xdebug, CodeSniffer, composer, npm, and other programming tools
- Produce, write, shoot and edit video for news and entertainment
- Use Photoshop, Inkscape, Figma, Microsoft Office, Google Docs, ENPS, iNews applications
- Speak, read, and write English and Spanish fluently

EDUCATION

- Bachelor of Arts in Communications, Broadcast Journalism Emphasis, Brigham Young University. Graduated Magna Cum Laude June 2003. GPA 3.92.

AWARDS AND DISTINCTIONS

- Listed as inventor on multiple patents associated with prospecting SAAS product
- Recognized as Sound Concepts MVP (employee of the year), 2011
- Won Silver Award for Best Newscast from the Utah Broadcasters Association, 2007
- Won Gold Award for Best AM Newscast from the Utah Broadcasters Association, 2006
- Published in College section of New York Times Digital Edition, July 2002
- Inducted into Kappa Tau Alpha National Honor Society, 2000