

# ANDY RAGLAND

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## SUMMARY

A full-stack software developer with extensive experience building enterprise-level web applications and architecting scalable solutions through RESTful API development, component libraries, and performance optimization. Leads Agile teams, mentors developers, and leverages AI-assisted tools to accelerate delivery. Enforces security and WCAG accessibility standards while bridging technical and non-technical stakeholders effectively. Drives measurable impact across complex HCM systems within fast-paced, high-value environments.

**Full-Stack Development | Empathetic Leader | Architecture/Database Design**

## EXPERIENCE

PAYCOM, Grapevine, Texas

**Team Leader of Software Development, 2024 – 2026**

- Led and directed developers on enterprise-level web application projects while following Agile development practices from solution stage to final deployment.
- Collaborated with product managers and non-engineering stakeholders to craft new feature specifications and communicate feedback.
- Performed design analysis to provide feedback to component library ownership, such that reusable components were applicable to all use cases.
- Supported architecture decisions during development of IWant, company's command-driven AI companion, which has been awarded Top HR Product by HR Executive in 2025.
- Finalized review in deployment of new projects, ensuring high-quality, maintainable code.
- Delivered React-based project that implemented scalable hierarchical system for custom supervisor relationships within client organization structure.
- Adhered to organizational processes, such as controlling time and tracking project metrics, defined in tasks and milestones set by product management.
- Employed C# with Selenium to add ART (Automated Regression Testing) to new and existing pages, reducing testing time by up to 50%.

PAYCOM, Grapevine, Texas

**Software Developer, 2022 – 2024**

- Utilized React, TypeScript, C#, PHP, and MySQL to implement regular improvements to various HCM systems with goal of increasing performance and enhancing user experiences.
- Leveraged AI-assisted development tools (OpenCode, GitLab Duo) to optimize workflow bottlenecks in order to handle competing priorities within fast-paced environment.
- Resolved critical production issues for high-value accounts, maintaining platform reliability for clients representing \$1M in annual contract value; production issues were resolved within average of eight hours.
- Utilized RESTful backend framework and React-based component library for extensive API integrations consumed by frontend React applications.
- Followed security and accessibility standards to maintain optimized frontend designed for fast load time and ease of use.
- Co-led optimization effort to reduce load time of backend import job from 20 minutes to 1.5 minutes, responding to escalation from high-value client with specific business needs.
- Implemented payroll engine updates by interfacing with a C#-based API as a replacement for PHP-based payroll logic.

UNIVERSITY OF NORTH TEXAS, Denton, Texas

**Undergraduate Research Assistant, 2021**

- Developed programs in Python to assist Masters Students with thesis research.
- Gained undergraduate research experience, learning concepts pertaining to real-world research scenarios.
- Developed web application for researching user knowledge of security flaws within given programming environment.

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## PROJECT WORK EXPERIENCE

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PAYCOM, Grapevine, Texas

**Software Developer Internship Mentor**, 2023, 2024, 2025 (Seasonal).

- Led eight to 12 interns to develop experimental features that Paycom may adopt in the future.
- Coordinated with advisors and senior mentors to plan and realize expectations for interns to follow.
- Delivered feedback to interns in iterative development approach mimicking that of Agile.
- Engaged in servant leadership practices to maximize the enjoyment and happiness of interns.
- Guided intern teams into utilizing the tech stack which best serves the purpose of their project - typical stacks included React, Node.JS, PHP, C#, and MySQL.

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## EDUCATION

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UNIVERSITY OF NORTH TEXAS, Denton, Texas

**Bachelor of Science, Computer Science**

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## CERTIFICATION

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*Cybersecurity Certificate (CAE-CDE), NSA / DHS, 2022*

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## TECHNICAL SKILLS

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**Languages & Frameworks:** TypeScript, React, Next.js, PHP, Java, C#, Node.js, Angular

**Databases:** MySQL, PostgreSQL, MongoDB

**Web & API Development:** REST APIs, GraphQL, Component Libraries, Object-Oriented Programming, CI / CD, Vercel, Docker, Test-Driven Development

**Project Management:** Scrum, Agile, Jira, SDLC, Spec Writing

**Tooling & Observability:** Splunk, AI-Assisted Dev (OpenCode, GitLab Duo, Claude Code)