

Talha Saleem

Lead Full-Stack Engineer | TypeScript · React / Next.js · Node.js / NestJS · PostgreSQL · AI integrations

Lahore, Pakistan · Remote (UTC+5) · talhasaleem.dev@gmail.com · +92 317 435 3728 · linkedin.com/in/talhasaleemdev · github.com/csmtalha · talhasaleem.dev

Summary

Full-stack engineer with 6+ years of production experience, now Lead Full-Stack Engineer at Cloudpacer. I own features end to end: data model, APIs, React/Next.js UI, tests, CI/CD and AWS or Vercel deployment. Most recently I designed and built **Cloudpacer HRMS**, a complete HRMS covering people, attendance, leave, payroll, performance and learning (100 data models; 361 of its 403 commits). Before that I co-built a multi-tenant FMCSA compliance platform for US trucking carriers and architected an AI proposal CRM on Supabase with row-level security and pgvector. I work well in async remote teams, with 4-6 hours of US Pacific overlap.

Technical Skills

Languages: TypeScript, JavaScript, Python, SQL, PHP

Frontend: React, Next.js (App Router, RSC, ISR), Vue 3, Tailwind CSS, shadcn/ui, TanStack Query, Zustand, Framer Motion

Backend: Node.js, NestJS, Express, FastAPI, Django / DRF, REST, WebSockets, cron and background jobs

Data: PostgreSQL, Prisma, TypeORM, SQLAlchemy, Supabase (Auth, RLS, Edge Functions), pgvector, Redis

AI / LLM: Anthropic Claude and OpenAI APIs (GPT-4o, Whisper, embeddings), RAG with pgvector, LangChain

Testing & DevOps: Vitest, Jest, Playwright, pytest, GitHub Actions, Docker, AWS (EC2, S3, SSM, ECS, Textract, CloudWatch), nginx, PM2, Vercel

Integrations: Stripe, SendGrid, Resend, Twilio, Slack, Google Workspace APIs, Sanity CMS, Firebase, biometric attendance devices (ZKTeco)

Experience

Lead Full-Stack Engineer, Cloudpacer

Aug 2022 - Present

Software services company building SaaS for US and local clients. Promoted from Software Engineer to Lead; own architecture and delivery.

Cloudpacer HRMS, complete HRMS platform (internal product, Jun 2026 - present)

Next.js 16 · TypeScript · Prisma · PostgreSQL · NextAuth · node-cron · Vitest · GitHub Actions · AWS

- Designed and built the company's HRMS as primary engineer (361 of 403 commits): **100 Prisma models, 207 API route handlers, 82 pages** across employee records, attendance and shifts, leave, payroll, performance reviews, learning, asset and helpdesk requests, announcements and audit logs.
- Built the payroll engine to match the finance team's own salary sheet for tax withholding and day-rate rules, with an idempotent "mark as paid" so a run is never paid twice. Module-level permissions for Admin, HR, Manager and Employee.
- Attendance comes from biometric devices (ADMS push or LAN pull) into an append-only punch log, so any month can be recomputed and audited. Slack and web-push notifications, Excel/PDF exports.
- Wrote **202 test files**, including 41 integration suites against real Postgres. CI blocks every deploy unless typecheck and tests pass, then ships a blue-green release to AWS via SSM.

Fleet safety & FMCSA compliance platform for US trucking carriers (client, May - Jun 2026)

NestJS 10 · TypeORM · PostgreSQL 16 · React 18 · Vite · Tailwind 4 · SendGrid · Twilio

- Co-built a multi-tenant platform a compliance firm uses to dispute FMCSA violations (DataQs) for carriers and lower their CSA scores. I wrote ~80 commits (~33k lines) across the API and both React front ends.
- API of 16 modules, 40 entities and ~147 endpoints. Every request passes a JWT → tenant → role guard chain over tenant-scoped, soft-delete entities, so no carrier can read another's data.
- Shipped invites and 6-role RBAC, email/SMS notifications, training with quizzes and attestations, and a 6-step dispute wizard. Hardened the API (Helmet, rate limits, refresh-token rotation) and moved from TypeORM auto-sync to versioned migrations.

CP Lead CRM, AI proposal & lead management tool (internal, Jul 2026 - present)

Next.js 16 · Supabase · PostgreSQL RLS · pgvector · Anthropic Claude · OpenAI embeddings · Playwright

- Architected and bootstrapped the codebase: schema, 80 row-level-security policies over 24 tables, and an app permission layer with a parity test that fails if it drifts from the database. Wrote the onboarding guide and 50-ticket plan four engineers built from.
- RAG flow: Claude breaks a job post into requirements, pgvector finds similar past projects, and the app drafts a proposal grounded in them. Found and fixed an RLS leak on the embeddings table.

Other Cloudpacer projects (2022 - 2026)

- Neblo AI** (neblo.ai): sole developer migrating the marketing site from Framer to Next.js 16 with embedded Sanity Studio, webhook-driven ISR, draft previews and programmatic-SEO pages.
- Multi-tenant mortgage AI SaaS (US client):** built admin and user dashboards and the AI chat interface in Next.js; wrote the tenant design (subdomain routing, per-tenant branding and feature flags).
- Finance reporting automation:** extracted invoice and payroll data from PDF/Excel uploads with AWS Textract into React data tables; debugged production issues through CloudWatch and Jenkins.
- Al Ibrahim Travels** (alibrahimtravel.com): main contributor (152 of 186 commits) to a Next.js and Firebase travel CMS. Also migrated an insurance site from PHP to Next.js on AWS ECS, and built a Google Chat HR assistant (GPT-4o-mini, Notion, Sheets).

Frontend Developer, Napollo Software Design

Jul 2021 - Aug 2022

- Built React interfaces from Figma designs and shared components reused across client projects; delivered custom WordPress, WooCommerce and Shopify Liquid storefronts tuned for speed and SEO.

Web Developer, Spadasoft

Feb 2020 - Jun 2021

- Built client web apps in JavaScript, React and SCSS: REST API integration, responsive layouts, code splitting and lazy loading.

Independent & Freelance Work

- **Microfinance loan management system** (freelance client, 14-branch lender): full loan lifecycle in NestJS, Prisma, PostgreSQL and Next.js 16. KYC, configurable loan products, multi-level approvals, reducing-balance EMI schedules, PAR-bucket collections, a nightly overdue-detection cron, audit trail and regulator reports with Excel/PDF export.
- **Datalyze** (github.com/csmtalha/datalyzer): analytics SaaS that turns uploaded CSV, Excel, PDF or Word files into charts and AI-written insights. Next.js 16, Supabase with RLS, Stripe subscriptions with per-plan usage limits, OpenAI.
- **MedNotes**: records a doctor-patient visit, transcribes it with Whisper and drafts a structured SOAP note with ICD-10 suggestions. Next.js, FastAPI, PostgreSQL, Docker.
- **RecruitIQ**: multi-tenant recruiting platform with GPT-4o resume parsing, candidate ranking, a Kanban pipeline and a RAG assistant over HR policy PDFs. Next.js 15, FastAPI, PostgreSQL + pgvector, LangChain, Celery.

Education & More

Education: BS Computer Science, University of Lahore (2018 - 2022)

Awards: Employee of the Year (2024) and Employee of the Month (2×), Cloudpacer

Publications: *AI Productivity for Businesses: Practical Operations*; *How to Stay Productive as a Developer* (Amazon Kindle)

Courses: AWS Cloud Practitioner (CLF-C02) prep; Software Architecture & Design of Large-Scale Systems; NestJS Zero to Hero

Languages: English (professional), Urdu (native)