

Fady Massoud

Software Engineering Manager | .NET & Azure | FinTech & SaaS

California | www.fadymassoud.com

Authorized to work in the USA (Green Card)

Engineering Manager with **17+ years** of experience leading high-performing teams across **FinTech, Banking, and SaaS**. Proven record of **driving software delivery, modernizing legacy systems, and scaling secure, cloud-native applications** on **.NET** and **Azure**. Skilled in **roadmap ownership, stakeholder alignment, and team mentoring**, while **managing cross-functional Agile teams**. Known for improving **system resilience, release velocity, and platform performance** while fostering a **collaborative, growth-oriented culture**.

Core Competencies

- **Leadership & Delivery:** Agile delivery, roadmap ownership & OKRs, stakeholder alignment, cross-functional team management, mentoring & coaching, performance reviews, delivery planning, code quality oversight.
 - **Architecture & Delivery:** C#, .NET Core, ASP.NET, REST APIs/Web API, WCF, MVC, Microservices, Event-Driven, DDD, CQRS, Serverless, SOLID, design patterns, secure SDLC, Angular, TypeScript, JavaScript.
 - **Cloud & DevOps:** Microsoft Azure, Azure DevOps, Docker, CI/CD pipelines, TFS, Bamboo, Harness (additional exposure: Spring Cloud, IBM Cloud).
 - **Database & Performance:** MS SQL Server (query optimization & performance tuning), MongoDB, MySQL, Oracle.
 - **Security & Compliance:** PCI DSS, OWASP, Veracode, TLS encryption, secure coding practices, audit readiness.
 - **Tools:** Visual Studio, Git, Jira, Bitbucket, Confluence, SonarQube.
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Experience

Lead Software Engineer | Acting Engineering Manager

Kort Payments | Remote | Mar 2025 – Present

- **Lead and mentor a team of 8+ engineers** in modernizing legacy **.NET** platform post-acquisition from Paysafe.
 - **Roadmap Ownership** – aligned engineering priorities with Product & DevOps.
 - Led **Azure** migration with zero downtime and full **PCI DSS compliance**.
 - Enhanced system performance by **25%** through architectural refactoring and **CI/CD** pipeline optimization.
 - **Established secure SDLC and code quality standards** through architecture reviews and peer mentoring.
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Lead Software Engineer | Solution Architect

Paysafe Group | Remote | Jun 2019 – Feb 2025

- **Architected and delivered enterprise-scale FinTech platforms** serving millions of global users.
 - **Transformed a legacy monolith into 20+ .NET Core microservices** on Azure using DDD and Event-Driven Architecture.
 - **Strengthened compliance** readiness by embedding **Veracode, OWASP, and TLS 1.2+** into the SDLC.
 - **Increased release velocity by 40%** through **CI/CD** automation and automated testing across teams.
 - **Standardized REST APIs** with **OpenAPI (Swagger)**, driving consistency and quality through CI linting.
 - **Mentored and coached 10+ engineers**, led cross-team **architectural reviews**, and established coding best practices.
 - **Partnered with compliance teams** to support PCI DSS and regulatory audits, leading proactive remediation and system hardening.
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Senior Software Engineer

Paysafe Group | Irvine, CA | Jul 2017 – Jun 2019

- **Delivered scalable .NET services** and introduced **Kafka** messaging to improve system reliability.
 - **Managed TSYS/Fiserv recertifications and bank onboarding**, to ensure audit readiness.
 - **Reduced vulnerabilities by 30%** by integrating Veracode scans into the SDLC and leading secure remediation efforts.
 - **Implemented Two-Factor Authentication (2FA)** and platform-wide security enhancements, strengthening PCI DSS compliance.
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Senior Software Engineer

CraneMorley | Long Beach, CA | Jun 2014 – Jun 2017

- Built custom **CMS and LMS platforms** to support enterprise learning and content delivery.
 - Improved system performance by **85%** via **SQL optimization** and modernization.
 - Automated critical data feeds with **SQL Server Agent** and **Windows Services**, reducing manual work.
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Senior Software Engineer (Part-Time)

The Dependable Companies | Los Angeles, CA | Jun 2016 – Dec 2016

- Reengineered **MS Dynamics CRM** and **DotNetNuke** portals to improve user experience.
 - Built reusable **HTML email notification system** and optimized backend **SQL queries**.
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Software Engineer

Upwork | California | Feb 2012 – May 2014

- Delivered **.NET-based web** and **mobile apps** for SMB clients, integrating third-party APIs and optimizing performance.
 - Maintained **100% client satisfaction** through on-time delivery and custom software aligned with business goals.
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IT Assistant

Credit Agricole Bank | Cairo, Egypt | Dec 2009 – Dec 2011

- Supported **compliance** teams with **data analysis**, **UAT testing**, and technical documentation.
 - Assisted in enhancing **payment systems** and automating workflows for greater efficiency.
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.NET Software Engineer

Travel Solutions Egypt | Cairo, Egypt | Oct 2008 – Nov 2009

- Developed **desktop** and **web applications** to improve operational efficiency.
 - Conducted **debugging**, **QA**, and system enhancements to increase stability.
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Education & Certifications

B.Sc. in Computer Science, Helwan University - Cairo, Egypt | 2004 – 2008

Certifications:

- **Microsoft Certified:** Azure Fundamentals
 - **OpenHack:** App Modernization with NoSQL
 - **IBM:** Visual C#.NET
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