

Fady Massoud

Engineering Lead | Engineering Manager (Hands-On) | .NET, Azure & AWS | FinTech & SaaS

California | [Fadymassoud](#) | [LinkedIn](#)

Authorized to work in the USA (Green Card)

Engineering Lead with **17+ years** of experience delivering scalable, secure, and cloud-native applications across **FinTech**, **Banking**, and **SaaS**. **Hands-on Engineering Manager** driving **end-to-end delivery**, **modernizing legacy platforms**, and **scaling cloud-native systems** on **.NET**, **Azure** and **AWS**. Skilled in **roadmap ownership**, **stakeholder alignment**, and **technical mentoring**, while **leading 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 leadership, mentoring & coaching, performance reviews, delivery planning, code quality oversight.
 - **Architecture & Development:** C#, .NET Core, ASP.NET, REST APIs/Web API, WCF, MVC, Microservices, Event-Driven, DDD, CQRS, Serverless, SOLID, design patterns, secure SDLC, Angular, React, TypeScript, JavaScript.
 - **Cloud & DevOps:** Microsoft Azure, AWS, 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 | Engineering Manager (Hands-On)

Kort Payments (Acquired Paysafe) – FinTech / Payments | Remote | Mar 2025 – Present

- **Hands-on Engineering Manager** leading modernization of a mission-critical .NET payments platform.
 - **Engineered AWS migration** with zero downtime and full **PCI DSS compliance**.
 - **Refactored architecture** and **optimized CI/CD pipelines**, improving **system performance** by 25% and ensuring reliable deployments.
 - **Owned the engineering roadmap**, aligning priorities with **Product & DevOps** and driving key feature development.
 - **Led and mentored** 12+ engineers while hands-on **refactoring** and **modernizing** the legacy **.NET platform**.
 - **Established secure SDLC** and **code quality standards** through hands-on **architecture** and **code reviews**.
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Lead Software Engineer | Solution Architect

Paysafe Group – FinTech / Payments | Remote | Jun 2019 – Feb 2025

- **Architected** and **delivered enterprise-scale FinTech platforms** serving millions of global users.
 - **Transformed** a monolith into 20+ **.NET Core microservices** on **Azure** using **DDD** and **Event-Driven Architecture**.
 - **Integrated Veracode scans**, **OWASP** best practices, and **TLS 1.2+** into the **SDLC** to strengthen compliance readiness.
 - **Automated CI/CD pipelines** and **tests**, increasing **release velocity** by 40% across teams.
 - **Standardized REST APIs** with **OpenAPI (Swagger)** while developing reusable templates and enforcing **CI linting**.
 - **Mentored** 10+ engineers and **led cross-team architecture workshops** to establish **coding best practices**.
 - **Partnered** with **compliance teams** to implement **remediation** and **system hardening** for **PCI DSS audits**.
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Senior Software Engineer

Paysafe Group – FinTech / Payments | Irvine, CA | Jul 2017 – Jun 2019

- **Designed WCF** services and **Kafka** producer/consumer to deliver scalable .NET services and enhance system reliability.
 - **Automated CI/CD pipelines** and **builds** improving **release velocity** and deployment consistency.
 - **Managed TSYS/Fiserv recertifications** and **bank onboarding** to ensure **audit readiness**.
 - **Reduced vulnerabilities** by 30% via **Veracode integration**, secure remediation, and **secure coding practices**.
 - **Delivered 2FA** and **platform-wide security enhancements**, strengthening **PCI DSS compliance**.
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Senior Software Engineer

CraneMorley – E-Learning | Long Beach, CA | Jun 2014 – Jun 2017

- **Developed and modernized CMS, LMS, and Microsoft Dynamics solutions**, refactoring legacy ASP, VB, and DotNetNuke applications for scalability and performance.
 - **Optimized SQL Server queries and automated workflows**, boosting system efficiency by 85%.
 - **Integrated reporting engines with Cornerstone SCORM API**, enabling detailed learner tracking and compliance.
 - **Led development of client-specific apps**, including SPAs, certification engines, and interactive enterprise tools.
 - **Directed data migration and multi-portal infrastructure projects**, ensuring seamless integration and automation.
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Senior Software Engineer (Part-Time)

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

- **Reengineered MS Dynamics CRM** and **DotNetNuke** portals to improve user experience.
 - **Created 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 – Banking | Cairo, Egypt | Dec 2009 – Dec 2011

- **Supported compliance** teams with **data analysis**, **UAT testing**, and technical documentation.
 - **Enhanced 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
 - **IBM:** Visual C#.NET
 - **OpenHack:** App Modernization with NoSQL
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