

Fady Massoud

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

California | [Fadymassoud](https://www.linkedin.com/in/fadymassoud/) | [LinkedIn](https://www.linkedin.com/in/fadymassoud/)

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.

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**.

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**.

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**.

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.

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**.

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.

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**.

.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.

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**
