

# NIKKA PAOLA F. SALGADO

Full-Stack Software Engineer | People Manager

nikkapfs@gmail.com

+48 785 833 876

[linkedin.com/in/nikkasalgado](https://www.linkedin.com/in/nikkasalgado)

Open to Poland / EU / Remote

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## PROFESSIONAL SUMMARY

Full-Stack Software Engineer with 11 years of professional experience in .NET (C#) and React, with a strong foundation in enterprise web applications, RESTful APIs, and production system delivery. Most recently served as a technical contributor and people manager at a global delivery center, leading a small team while maintaining hands-on development. Looking to deepen individual technical breadth in a collaborative engineering environment, with a preference for mid-level roles that offer growth into system design and architecture.

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## CORE COMPETENCIES

<b>Backend / API</b>	C#, .NET (ASP.NET Core, Web API), RESTful APIs, Object-Oriented Design, Design Patterns, NUnit, xUnit, OAuth2, OpenID Connect, OWASP
<b>Frontend</b>	JavaScript (ES6+), TypeScript, React, HTML5, CSS3, Responsive Design
<b>Cloud &amp; Data</b>	Azure, Azure DevOps, SQL Server, PostgreSQL, Entity Framework, LINQ, SSIS/SSRS, Docker (working knowledge), CI/CD, Git
<b>Automation &amp; AI</b>	Selenium, Coded UI, API Integrations, GitHub Copilot, AI-assisted development
<b>Soft Skills</b>	Team Leadership, Mentoring, Code Reviews, Agile/Scrum, Cross-functional Collaboration, Remote Team Coordination

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## PROFESSIONAL EXPERIENCE

### Lead Associate – Systems Development & People Manager

*Feb 2019 – Present*

WTW Manila Global Delivery Center Ltd.

- Developed and maintained enterprise React + .NET platforms for Benefits Outsourcing across pension and health systems, serving 100+ global clients
- Managed a small distributed engineering team, conducting code reviews, mentoring junior developers, and coordinating delivery in a remote-first environment
- Delivered production-critical feature enhancements and defect fixes with a focus on reliability and minimal disruption
- Optimized a critical data processing workflow, reducing runtime from 45 minutes to 20 seconds through targeted performance improvements
- Took on additional responsibilities (Scrum Master, SDET, Technical Writer) during transition periods to maintain team continuity

### Software Engineer – Automation | Deltek Systems (Philippines) Ltd.

*Jan 2016 – Jan 2019*

- Designed and built web and desktop test automation frameworks from scratch, reducing manual QA effort by ~50%
- Developed two internal R&D tools (SSO platform, Test Results Manager) later adopted as standard solutions across multiple product teams
- Collaborated cross-functionally with QA and engineering teams to improve test reliability and release confidence

### Programmer-Analyst / Assistant Manager | EastWest Banking Corporation

*Jul 2013 – Jan 2016*

- Contributed to Phoenix-to-T24 core banking system migration, handling interface development and production issue resolution
- Built an in-house cheque warehousing system to manage high volumes of future-dated loan payment cheques
- Developed compliance-focused internal banking applications and reports supporting multiple business units

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## ADDITIONAL INFORMATION

- Languages: English (professional fluency — primary working language throughout career)
- Availability: Open to fully remote roles or relocation to Poland; Warsaw-registered phone number (+48)