

Esmail Shabayek

Engineering Manager | Software Tech Lead

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Professional Summary

Engineering leader with 8+ years of experience building and scaling SaaS platforms across backend, web, and mobile. Most recently led a multi-disciplinary engineering organization spanning Backend, Frontend, Mobile (Flutter), QA/QC, UX/UI, Data Analytics, and DevOps. Experienced in owning technology roadmaps, setting engineering standards, hiring and mentoring engineers, and partnering with Product, Business, and Operations to deliver against business goals. Promoted from Backend Team Lead to Software Tech Lead at Speero. Hands-on background in PHP (Laravel), Node.js, Python, and cloud infrastructure on AWS and GCP.

Work Experience

Software Tech Lead | Elyak

April 2025 – 2026 | Saudi Arabia (Remote) | Full-time

- Led the engineering organization across Backend, Frontend, Mobile (Flutter), QA/QC, UX/UI, Data Analytics, and DevOps for sumaya369.net, a subscription-based digital learning platform.
- Owned the technology roadmap, architecture and build-vs-buy decisions, engineering standards, and technical governance, aligned with business growth objectives.
- Recruited, mentored, and developed engineers and technical leads across all functions; set code review standards and delivery practices.
- Partnered with Product, Business, Marketing, and Operations to turn business priorities into delivery plans and technical solutions.
- Led a full rebrand and platform overhaul: modernized infrastructure, redesigned the website end-to-end, and shipped a custom loyalty system, a new admin dashboard, and a client dashboard.
- Directed the launch of new native iOS and Android apps and a full refactor of the LAX mobile app, improving maintainability and performance.
- Owned cloud infrastructure, CI/CD, monitoring, and disaster-recovery strategy to support growth in users, subscribers, and transactions.

Backend Team Lead → Software Tech Lead | Speero

October 2023 – March 2025 | Saudi Arabia (Remote) | Full-time

- Promoted from Backend Team Lead to Software Tech Lead in April 2024, taking ownership of technical leadership, system design, and strategic technical decisions for a SaaS platform serving car service centers.

- Led and mentored the backend team, setting standards for coding practices, architecture, and system design.
- Led the end-to-end platform overhaul, improving performance, scalability, and maintainability.
- Designed a multi-tenant architecture with isolated tenant databases and role-based access control.
- Delivered sales, spare-parts inventory, procurement, appointment booking, and automated reminder modules, plus ZATCA E-Invoicing and Qoyod integrations.
- Optimized AWS infrastructure (EC2, S3, ElastiCache, RDS) for high availability and cost efficiency.

Senior Backend Developer | El Dokan Software

April 2021 – September 2023 | Maadi, Egypt | Full-time

- Built and maintained Laravel RESTful APIs for a high-traffic e-commerce platform, working closely with frontend teams.
- Built CI/CD pipelines with Jenkins and GitLab CI/CD, automating build, test, and deployment with fast rollback.
- Integrated Elasticsearch search, payment gateways, and shipping carriers.

Senior PHP Developer | UAE Barq Group

July 2020 – April 2021 | United Arab Emirates (Remote) | Full-time

- Built RESTful APIs for Android and iOS apps and a central dashboard managing multiple company apps.
- Improved performance with Redis caching and load balancing; managed AWS infrastructure (EC2, S3, RDS).

Development Team Lead | Arish University

April 2020 – October 2020 | North Sinai, Egypt | Part-time Contract

- Led a cross-functional team of developers, designers, and testers, on-site and remote.
- Delivered a multi-tenant university platform giving each faculty its own branding and content.
- Ran code reviews, unit testing, and QA against agreed standards.

Senior PHP Developer | Leader Investment Group

December 2019 – April 2020 | Nasr City, Egypt | Full-time

- Built APIs and an admin dashboard for a food delivery app covering ordering, payments, and delivery tracking.

PHP Developer → Senior PHP Developer | Marketune

July 2018 – December 2019 | Maadi, Egypt | Full-time

- Promoted to Senior PHP Developer in November 2018; led development of a social media ad exchange system and a real-time school bus tracking system.

Skills

- **Leadership & Management:** engineering management, hiring and interviewing, mentoring and career development, technical roadmap planning, engineering standards, code review culture, stakeholder management, cross-functional delivery, Agile/Scrum and Kanban (Jira, Trello)
- **Architecture:** system design, multi-tenant SaaS, RESTful API design, scalability, caching, performance optimization, build-vs-buy decisions
- **Cloud & DevOps:** AWS (EC2, S3, RDS, ElastiCache), GCP, Docker, CI/CD (Jenkins, GitLab CI/CD), monitoring, disaster recovery, Nginx
- **Technical Stack:** PHP (Laravel), Node.js, Python, Vue.js, React.js, Flutter, MySQL, PostgreSQL, MongoDB, Redis, Elasticsearch
- **Languages:** Arabic (native), English (professional working proficiency)

Selected Projects & Open Source

- **Ninety Minute:** on-demand laundry pickup-and-delivery platform for Saudi Arabia, with customer and driver mobile apps, an admin dashboard, real-time map tracking, and push notifications. play.google.com/store/apps/details?id=com.ninetyminute.client
- **Sard:** SaaS platform for law firm management covering cases, documents, billing, client communication, and workflow automation. sard.app
- **Laravel Payment Gateway:** unit-tested open-source Laravel package for payment gateway integration. packagist.org/packages/shabayek/laravel-payment
- **Laravel SMS Gateway:** open-source Laravel package supporting multiple SMS providers. packagist.org/packages/shabayek/laravel-sms

Education & Certifications

- **Bachelor of Commerce**, Cairo University (2023)
- **ALX Software Engineering Programme, Back-end Specialization** (Python, Node.js), ALX Africa (2023 – 2024)
- **Android Developer Nanodegree**, Udacity (2018)