MARVIN DORE

FULL STACK SOFTWARE ENGINEER

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KEY ACHIEVEMENTS

- ***Market Advantage:*** *Built UKG's first AI tax agent, automating payroll config with 97% time savings.*
- ***Onboarding Transformer:*** *Reduced tax engineer onboarding by 75% with automation and internal AI tools.*
- **Compliance Guardian:** Maintained a $500B+ payroll engine with zero tax violations in five years.
- **Security Stewardship:** Drove PII compliance and SSO integration for 50M+ users, boosting client retention.

SKILLS

- Dotnet C#
- Python
- Git
- Web Api
- Java
- Golang
- Linux
- SQL
- Javascript/Typescript
- GCP/Google Vertex
- Testing
- Docker

WORK HISTORY

Full Stack Software Engineer at Ultimate Kronos Group (2021 - Present) - *Weston Florida*

UKG is a worldwide leading provider of human capital management with product offerings such as HR, payroll, time and attendance, and scheduling.

- **AI-Driven Payroll Automation**: Led a cross-functional engineering team in developing UKG's first autonomous tax configuration agent, reducing setup time by **97%** and delivering guaranteed accuracy. Utilized **Google Cloud Platform** and **Vertex AI** for scalable deployment.
- **Payroll Engine Governance**: Maintained a mission-critical rule-based payroll calculation engine handling over **$500 billion** in wages annually. Delivered consistent **100% compliance** with government tax regulations across five years, eliminating violations.
- **Developer Experience and AI Tools**: Improved engineering productivity by automating environment setup and onboarding processes, achieving a **75% reduction** in ramp-up time for new tax engineers. Built a **RAG-based AI assistant** to streamline internal knowledge access using the company's Confluence documentation.

Software Engineer in Test at UKG (2018 - 2021) - *Weston Florida*

- Designed and executed comprehensive test plans spanning the entire test pyramid—from unit and integration tests to end-to-end and manual testing—ensuring high coverage and reliability.
- Managed CI/CD pipeline enhancements that improved **time-to-live** and **deployment success rate** by over **45%**, reducing incidents and post-deployment issues.
- Partnered with developers and QA to shift testing left and improve early-stage code quality, resulting in fewer regressions and faster iteration cycles.

Security Technician at UKG (2017 - 2018) - *Weston Florida*

- Enforced role-based access controls and administered security protocols across platforms handling sensitive **PII data**, achieving full compliance with internal and external data privacy regulations.
- Managed enterprise **SSO (Okta)** integrations used by over **50 million users**, ensuring seamless and secure access across systems.
- Led security-focused technical meetings with Fortune 500 clients, helping shape long-term data integrity strategies that boosted enterprise trust and improved client retention by **20%**.

EDUCATION

Georgia Institute of Technology (2019 - 2022)

Degree: Master of Science in Computer Science
Specialization: Machine Learning