

# NIKKA PAOLA F. SALGADO

Full-Stack Software Engineer | People Manager

nikkapfs@gmail.com · +48 785 833 876 · Open to Poland (Remote / Hybrid) · EU Remote

[linkedin.com/in/nikkasalgado](https://www.linkedin.com/in/nikkasalgado) · [nikkapaola.com/portfolio](https://nikkapaola.com/portfolio) · [github.com/salgadonikka](https://github.com/salgadonikka)

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## PROFESSIONAL SUMMARY

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Full-Stack Software Engineer with 11+ years of experience building and scaling enterprise web applications across .NET and React. Core contributor to a large-scale, multi-tier benefits administration platform serving pension and health clients across 100+ global organizations, working across backend systems, APIs, frontend applications, and high-performance data pipelines. Experienced in leading small teams, and driving delivery in distributed, cross-time zone environments. Open to mid-level full-stack engineering roles in Europe (Poland, Germany).

## CORE COMPETENCIES

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**Backend & APIs:** C#, .NET, .NET Framework, ASP.NET Core, Web API, Entity Framework, LINQ

**Frontend:** React, TypeScript, JavaScript, ASP.NET WebForms, ASP.NET MVC, HTML, CSS, Next.js, Astro

**Data & Cloud:** SQL Server, PostgreSQL, SSIS / SSRS, Azure, Azure DevOps, Git, CI/CD, Docker

**Architecture & Practices:** Clean Architecture, N-Tier, DDD, Design Patterns, Testing (JUnit / xUnit, Selenium), Code Reviews, Technical Documentation, Agile / Scrum

**Security:** OAuth2, OpenID Connect, JWT, Microsoft Entra ID

**Leadership:** People Management, Mentoring, Remote Team Collaboration, Stakeholder Communication, Cross-functional Collaboration

## PROFESSIONAL EXPERIENCE

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### Lead Associate Software Engineer, People Manager

WTW Manila Global Delivery Center Ltd. · Feb 2019 - Present

- Core contributor to a large-scale, multi-tier enterprise benefits administration platform serving 100+ global organisations delivering multi-phase features across .NET backend, REST APIs, React self-service portal (ESSNext), and ASP.NET WebForms admin, including a fully redesigned pension payment workflow that received significant client team recognition at launch
- Redesigned a cross-module case creation flow to support pension-specific requirements, eliminating hidden defects, hardcoded logic, and workaround; solution adopted as baseline across teams
- Optimized a critically slow data export pipeline from 45 minutes to 20 seconds by eliminating non-SARGable queries, restructuring datasets, and introducing indexed intermediate tables
- Led a distributed team (2 developers, 2 QA), driving delivery, mentoring engineers, and managing performance and growth
- Filled Scrum Master, SDET, and Technical Writer roles during transition periods to maintain delivery continuity

### Software Engineer – R&D & Automation

Delteck Systems (Philippines) Ltd. · Jan 2016 - Jan 2019

- Designed and built web and desktop test automation frameworks, reducing manual QA effort by ~50% and enabling non-technical testers to author automated tests
- Delivered two internal tools (SSO platform, Test Results Manager) adopted as standard solutions across multiple product teams
- Maintained the core automation framework used across the majority of the product portfolio

### Programmer-Analyst / Assistant Manager

EastWest Banking Corporation · Jul 2012 - Jan 2016

- Contributed to core banking migration from Phoenix to Temenos T24, focusing on interface development, system analysis, and production support
- Developed an in-house cheque warehousing system and compliance-critical banking applications and reports supporting multiple business units

## EDUCATION

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**B.S. Computer Engineering** · Mapua Institute of Technology · 2007 - 2012

*Specialization: Microsoft .NET Framework · Thesis: Web-based Blood Pressure and ECG Monitoring System*