

Atilano (Tilo) Garcia

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TECHNICAL EXPERIENCE

Indeed

Software Engineer II

April 2026 - Present

- **AI-Powered Screening Launch:** Led the production rollout of AI-generated candidate screening, enabling automated screening questions and credential checks across the hiring workflow.
 - Integrated backend services, frontend application flows, scoring pipelines, feature-flagged rollout, and observability tooling to support a safe end-to-end launch.
 - Improved launch safety and debugging by adding rollout controls and structured logging for new AI-driven flows.
- **Premium Recruiting Product Launch:** Drove launch work for premium recruiting features by aligning entitlement logic, frontend flows, and product instrumentation, contributing to a product expansion tied to millions in incremental committed revenue.
- **AI Screening Reliability Improvements:** Improved the reliability of AI-powered screening and scoring systems by preserving user edits, separating automated and manual data paths, and mitigating model rate limits through platform-level traffic and capacity controls.

Software Engineer I

July 2024 - April 2026

- **Litigation Hold Data Capture & Processing:** Spearheaded the implementation of data capture for non-email communication channels, successfully fulfilling critical legal requests for user communications and decreasing overhead by 2000%.
 - Configured AWS infrastructure and IAM using Terraform, including an AWS Firehose pipeline that ingests messages from an SNS topic and dynamically separates communications into prefixes by date and type for streamlined data management.
 - Utilized Spark to process and store millions of communications in AWS S3 tables for later indexing
 - Implemented retrieval and storage for 5 different communication mediums
 - (Email, SMS, Native Mobile Push Notifications, Whatsapp, Line, Messenger)
 - Researched usage of bloom filters and z-order to optimize what would become a multi-petabyte database.
- **Messaging Operational Improvements:** Investigated, experimented with, and implemented deployment pipeline changes that resulted in 37% runtime improvement for 5 separate code repositories, directly enhancing CI/CD efficiency and decreasing the time to deploy.
- **Notification Deduplication Implementation:** Implemented core deduplication logic and developed a robust key generation function to prevent multiple notifications from being sent to end users
 - Integrated new deduplication logic across multiple communication channels including email, SMS, in-application notifications, and browser push.
 - Refactored the deduplication information service to improve understandability and maintainability.

Software Developer II

July 2023 - July 2024

- **Asynchronous GraphQL Refactoring:** Converted synchronous GraphQL mutations and dataloaders to operate asynchronously, improving system responsiveness and efficiency
 - Aided in resolving asynchronous unit test failures for multiple critical test suites
 - Explicitly removed caching from Dataloaders and provided documentation on how to implement it in the future.
- **Functional Test and System Reliability Enhancements:**
 - Optimized functional tests to complete in 1 minute 6 seconds, achieving a significant 96% reduction in test suite run time
 - Implemented Datadog performance monitor, analysis and rollback procedures for call-to-interview service and mosaic provider deploy pipelines, improving deployment safety and reliability.

Software Engineer Intern

Summers of 2018, 2019, 2021, 2022

- Expanded virtual interview platform communications into 15 new global markets, collaborating with cross-functional teams to localize features
- Improved “good interview” metric by 89% by designing scalable database tables and leveraging Firebase, enhancing responsiveness and user satisfaction for thousands of candidates and interviewers.
- Led the end-to-end development of a dynamic web application that automated and streamlined company-wide quarterly review planning, integrating a remote backend and replacing 22 spreadsheets; reduced manual planning time by 100+ hours per cycle and improved process accuracy and transparency for leadership.
- Built a real-time statistics dashboard for moderation platform using Java and RabbitMQ, enabling fraud detection through employer messaging analytics and candidate export data; implemented asynchronous API calls and JUnit tests for reliability and scalability.

EDUCATION

The University of Texas at Austin

2019 - 2023

Bachelors of Electrical and Computer Engineering, Software Engineering and Design Track

SKILLS

Technical Skills: Athena, ElastiCache, EMR, Firehose, IAM, Iceberg, S3, S3 Tables, SNS, Python, Assembly, Java, Kotlin, Spark, Django, GRPC Services, HTML, JavaScript, Jira, C, C++, jQuery, Bootstrap, CSS, React, MySQL, R, Spring, RabbitMQ, Soy, Terraform, Typescript